

CURRICULUM VITAE

MICHAEL JOHNSTON – CODE 4 CONSULTING
dba CODE 4 CONSULTING & PRIVATE INVESTIGATIONS NV PILB #3090

280 W Middleton Dr., Henderson, NV 89015

Phone: 702-218-7575 / Email: Code4consulting@gmail.com

Website: www.code4consultingnv.com

Forensic Security - Expert Witness Services – Use of Force Review

EDUCATION:

08/2017 M.A. Organizational Culture and Leadership
University of Oklahoma – Norman

12/1988 B.A. Criminal Justice
University of Nebraska – Lincoln

PROFESSIONAL EXPERIENCE:

4/2019 - present Independent Security Consultant, Litigation Support, and Expert Witness Service
Code 4 Consulting & Private Investigation, Henderson, NV

Licensed Security Consultant, Private Investigator, and Private Patrolman by the Nevada Private Investigators Licensing Board, (License #3090) specializing in forensic security consulting, expert witness, litigation support, and premise liability services. Provide comprehensive case evaluations, forensic analysis, expert opinions, and trial/deposition testimony. Expertly manage investigative services for criminal, civil, and corporate matters. Complete on-site evaluations, case reviews, risk assessments, internal audits, and security assessments. Provide operational security strategies, policies, and subject-matter expertise. Strengthen the security postures of diverse organizations and minimize corporate risk through process improvement, employee training, and customized prevention strategies.

01/2025 - present Lead Investigative Strategist
GGRM Law Firm, Las Vegas, NV

Develop investigative strategies, provide analysis, and offer litigation support for personal injury and premise liability cases. Proven record in leading complex investigations, developing innovative strategies, and unearthing additional or alternative sources of financial responsibility. Adept at collaborating with legal teams to identify critical evidence and formulate effective case strategies. Committed to upholding the highest standards of integrity and investigative diligence to create client success.

- 6/2023 - 4/2024 Director of Security Operations – Nevada
PalAmerican Security, Las Vegas, NV
- Responsible for strategically directing and managing all aspects of daily security operations, including effectively scheduling security personnel to control direct labor costs, monitoring operating practices to ensure compliance, addressing and resolving security issues, and actively supporting and promoting superior customer service. Skilled in latest practice evaluations to improve operating efficiencies, refined policy, and improved operational procedures. Multi-vertical site security operations management including hospitality security and healthcare facilities.
- 4/2022 - 2/2023 Sales Account Executive; Mission Critical Policy, Online Learning, Wellness, Grant Services, and Accreditation for First Responders
Lexipol, Frisco, TX
- Improved performance of first responders by opening mission-critical mental/physical wellness resources through SaaS-based public safety wellness platform. Managed 6-state territory and communication cadence while growing sales and improving prospect profiling. Provided strategic planning for wellness sales while collaborating with all company platforms to provide multi-vertical solutions.
- 2/2019 - 11/2021 Director of Security and Risk Management
Emerald Island and Rainbow Club Casinos, Henderson, NV
- Directed casino security operations for two gaming properties. Monitored casino floor operations, building perimeters, facility access, and guest activity. Produced operational security plans for significant events and promotions. Assumed command during all emergencies. Provided legal research in support of criminal, civil, and internal investigations. Evaluated all investigations to ensure compliance, accuracy, and completeness. Liaised with law enforcement. Maintained safe and enjoyable hospitality-oriented environments for guests and staff.
- 6/1995 - 2/2019 Police Captain - Henderson Police Department, Henderson, Nevada
Retired as a Captain in February 2019
- Held executive command team member role for \$100M department with 600 full-time and 150 part-time employees. Provided administrative leadership, program management, community outreach, and technical support. Trained, scheduled, and coached division personnel with clear directions and expectations. Managed union contract negotiations and strengthened labor relations. Drafted departmental policies, rules, and regulations. Delivered presentations and crisis communications at media events and high-level briefings. Held command roles during emergency situations. Possessed Homeland Security - FBI Top Secret Security Clearance while employed.

Areas of Captain Oversight:

Investigation Services Division (ISD): Homicide, Robbery, Special Victims Unit, Victim Advocates, Property, Fraud, Missing Persons, Forensics Crime Lab, and Crime Scene Analysis.

Special Services Division (SSD): SWAT, K-9, ROP-Intel, Homeland Security, Community Relations, and Traffic.

Joint Task Forces: IRS, JTTF, Viper, DEA, ICAC, CATS, and Homeland Security

Committees: Chaired the Leadership, Safety Review, Community Connectivity, Asian Community Outreach, and Youth Diversity committees. Served on Critical Incident Review Board and served as the District Court Liaison for the department.

Ranks Held:

- 2012 - Promoted to Captain
- 2009 - Promoted to Lieutenant
- 2005 - Promoted to Sergeant
- 1995 - Hired as a Police Officer
- 1993 - Hired as a Corrections Officer

Prior 19 years of success at the Henderson Police Department:

Earned frequent promotions through diverse and increasingly responsible roles, including Police Corrections Officer, Patrol Officer, Field Training Officer, Officer in Charge, Narcotics Officer, Canine Handler, Undercover Officer, Certified Site Safety Officer, Police Sergeant, Crisis Negotiator, and Police Lieutenant.

10/1992 - 6/1993	<p>Security Officer and Slot Floorman, El Cortez Hotel and Casino, Las Vegas, NV</p> <p>Responsible for ensuring the safety and security of guests, employees, and property by patrolling the hotel, casino, and the surrounding outdoor areas. Later transitioned to Slot Floorman, where I was responsible for ensuring the smooth operation of the slot floor, providing exceptional guest service, and maintaining a safe and clean environment.</p>
6/1989 - 10/1992	<p>Police Officer - Lincoln Police Department, Lincoln, NE</p> <p>Conducted both foot and vehicular patrols, responded to calls for service, investigated crimes, gathered evidence, interviewed witnesses, and apprehended/arrested suspects. Enforced federal, state, and local laws.</p>

PROFESSIONAL MEMBERSHIPS:

- ASIS International Member (ASIS)
- ASIS International, Nevada Chapter Region D1 (ASIS)
- FBI National Academy Associates, Nevada Chapter (FBI-NAA)
- Nevada Sheriffs' and Chiefs' Association (Lifetime Member)
- Clark County Child Advocacy Center (Las Vegas) (Former)
- Clark County Child Death Review Board (Las Vegas) (Former)

PROFESSIONAL TRAINING/CERTIFICATIONS/ACTIVITIES:

- Judicially qualified expert witness regarding police investigation and evidence collection in Clark County, Nevada, Eighth Judicial District Court
- Professional Certified Investigator (PCI). PCI is a Certification as a Professional Investigator from ASIS International (ASIS) (11/2024)
- Certified Protection Professional (CPP). CPP is a Certification in Security Management from ASIS International (ASIS) (6/2024)
- Certified Use of Force Analyst, Force Science Institute, Phoenix, AZ (2/2022)
- Certified - OSHA 30 General Industry, HSI-Sumit Training Source, (5/2023)
- Certified Professional Designer (CPD), Crime Prevention Through Environmental Design (CPTED) (6/2021), Renewal (5/2025)
- Leadership Development Program (Class-2018), Henderson Chamber of Commerce, Henderson, NV
- FBI National Academy, Quantico, Virginia (10/2016 – 12/2016)
- Nevada P.O.S.T. Certificates:
 - Executive Certificate: Nevada Peace Officer Standards and Training, Las Vegas, NV (05/2015)
 - Supervisor Certificate: Nevada Peace Officer Standards and Training, Las Vegas, NV (12/2014)
 - Management Certificate: Nevada Peace Officer Standards and Training, Las Vegas, NV (08/2008)
 - Advanced Certificate: Nevada Peace Officer Standards and Training, Las Vegas, NV (05/2000)
 - Intermediate Certificate: Nevada Peace Officer Standards and Training, Las Vegas, NV (06/1997)
 - Basic Certificate: Nevada Peace Officer Standards and Training, Las Vegas, NV (07/1996)
- 5K+ hours of lifetime training in critical law enforcement skills, complex investigation methodology, forensic interview, statement analysis, crime scene management, training and policy development, emergency management (NIMS/ICS), and leadership.

CONTINUING EDUCATION SEMINARS/WORKSHOPS/TRAINING:

- *Houses of Worship*, National Institute of Crime Prevention (NICP), Online at NICP, (05-2025 – 16 hours)
- *Enhanced Force Investigations: Applying Science, Evidence-Based Methods, and Cognitive Interview*, Critical Incident Review (CIR), Chandler, AZ, (05-2025 – 24 hours)
- *Force Analysis: Video Examination and Review*, Critical Incident Review (CIR), Chandler, AZ (03-2025 – 24 hours)
- *AELE & IPICD AI Symposium*, Americans for Effective Law Enforcement (AELE) - Institute for the Prevention of In-custody Deaths, Inc. (IPICD), Las Vegas, NV (02/2025 – 17.5 hours)
- *Managing Artificial Intelligence Risk Management Concerns*, Institute for the Prevention of In-custody Deaths, Inc. (IPICD), On-line Webinar (12-2024 – 1.0 hours)
- *Expert Witness Symposium*, Americans for Effective Law Enforcement (AELE), Las Vegas, NV (10/2024 – 25.75 hours)
- *OMGs and Domestic Terrorism*, Tri-State Intelligence Association OMG Training, Chandler, AZ (10/2004 – 8 hours)
- *Casino Resort Professional Development Program*, American Society for Industrial Security (ASIS), Las Vegas, NV (10/2024 – 8 hours)
- *OSHA 30 General Industry*, HSI-Sumit Training Source, Online Training (5/2023 – 30 hours)
- *Annual Conference and Training Expo*, Missouri Chiefs and Sheriffs Association, Lake of the Ozarks, MO (5/2022 – 16 hours)
- *Sales Team Symposium*, Lexipol Executive Leadership Team, Frisco, Tx (10/2022 – 24 hours)
- *Force Science Analyst*, Force Science Institute, Chandler, AZ (02/2022 – 40 hours)
- *Advanced Crime Prevention Through Environmental Design*, National Crime Institute NICP, Las Vegas, NV (06/2021 – 24 hours)
- *Crime Prevention Through Environmental Design*, National Crime Institute NICP, Las Vegas, NV (04/2021 – 40 hours)

MEDIA COVERAGE:

Interviewed live on KSNV, Channel 3 Las Vegas, on June 11th, 2025, by Reporter Tiffany Lane, reference social media safety after fatal Las Vegas strip shooting. “Social media influencers rethink safety after deadly Las Vegas Strip shooting,” <https://news3lv.com/news/local/concerns-rise-among-influencers-about-sharing-live-locations-after-strip-shooting>

Interviewed, Las Vegas Sun - Vegas Inc, on May 5th, 2025, by Reporter Katie Ann McCarver, reference safety deposit box technology development and service delivery. “Safety deposit boxes not just for the rich anymore,” <https://vegasinc.lasvegassun.com/news/2025/may/05/safety-deposit-boxes-not-just-for-the-rich-anymore/>

Interviewed live on KLAS, Ch 8 Las Vegas, on December 30, 2024, by Reporter Madison Kimbro, reference recent road rage incidents resulting in fatalities. “Deadly shooting one of several road rage incidents across Las Vegas valley this year,” <https://www.8newsnow.com/news/local-news/deadly-shooting-one-of-several-road-rage-incidents-across-las-vegas-valley-this-year/>

Interviewed live on KTNV, Ch 13 Las Vegas, on February 14, 2024, by anchors Tricia Kean and Abel Garcia, Reporter Jarah Wright, reference the Superbowl parade mass shooting in Kansas City on February 14, 2024. “Nevada leaders, Chiefs react to Kansas City Super Bowl rally shooting.” <https://www.ktnv.com/news/nevada-leaders-react-to-kansas-city-super-bowl-rally-shooting>

Recorded by Qwoted, Media Company, New York, in 2023, Reference “Security products that work.” <https://app.qwoted.com/sources/michael-johnston>

Interviewed by KTNV, Ch 13 Las Vegas, on November 17, 2022, Reporter Sean DeLancey, reference repeat offenders and casino robbery precautions. “Accused Resorts World robber on probation for Venetian robbery conviction.” <https://www.ktnv.com/news/accused-resorts-world-robber-on-probation-for-venetian-robbery-conviction>

Interviewed by KLAS, Ch 8 Las Vegas, June 2, 2022, Reporter Sasha Loftis, reference AR-15 safety and ownership. “Local gun experts shed light on AR-15 style rifles, encourage firearm education.” <https://www.8newsnow.com/news/local-news/local-gun-experts-shed-light-on-ar-15-style-rifle-encourages-firearm-education/>

Interviewed by KLAS, Ch 8 Las Vegas, on May 4, 2022, Reporter Victoria Saha, reference commercial burglary prevention and trends. “I decided I have to protect my business, Autobody shop owner confronts burglars.” <https://www.8newsnow.com/news/local-news/autobody-shop-owner-confronts-burglars/>

Interviewed on KLAS, Ch 8 Las Vegas, on August 4, 2021, Reporter Orko Manna, reference carjacking and vehicle theft prevention. “You never expect it to happen to you”; NW Valley couple’s car stolen at gunpoint, part of an alarming trend.” <https://www.8newsnow.com/news/local-news/you-never-expect-it-to-happen-to-you-nw-valley-couples-car-stolen-at-gunpoint-part-of-alarming-trend/>

Interviewed by the Review Journal Las Vegas, on June 17, 2016, Reporter Michael Lyle, reference professional work-life balance. “Henderson Police captains work hard to find balance between cop and dad modes.” <https://www.reviewjournal.com/life/henderson-police-captains-work-hard-to-find-balance-between-cop-and-dad-modes/>

PRESENTATIONS:

Guest Presenter, University of Nevada-Las Vegas – Criminal Justice Studies (2015-2017)

VIDEO BLOG ONLINE:

Video Blog, Michael Johnston with James Kerr, May 7th, 2025, “How to Keep Your House Safe When You’re Going on Vacation?”, produced by Boss Security Screens. <https://www.youtube.com/watch?v=RE2FqNUL8Ps>

Video Blog, Michael Johnston with James Kerr, March 28th, 2025, “How to Protect Your Home for Less? Budget Home Security TIPS,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=aK31oUmpshE>

Video Blog, Michael Johnston with James Keer, Jan 30th, 2025, “4 Steps to a Burglar-Proof Home | Security Tips That Actually Work!” produced by Boss Security Screens. <https://www.youtube.com/watch?v=KX4fITsEPtU&t=847s>

Video Blog, Michael Johnston with James Kerr, January 10, 2025, reference “How to Choose the Right Gun for Self-Defense (Avoid Costly Mistakes!),” produced by Boss Security Screens. <https://www.youtube.com/watch?v=2Snp9SwzdCA>

Video Blog, Michael Johnston, April 28, 2024, reference “How to Use Lighting” as part of “Keep the Bad Guys Out,” produced by Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/use-lighting-to-deter-crime>, also found at <https://www.youtube.com/watch?v=8Xmp4WwUF3o>

Video Blog, Michael Johnston, April 17, 2024, reference “How to Secure Your Doors,” produced by Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/how-to-secure-your-doors>, also found at https://www.youtube.com/watch?v=JnZXyFR_2gQ&t=105s

Video Blog, Michael Johnston, April 14, 2024, reference “Security Tip: How to choose a great lock,” produced by Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/how-to-choose-a-lock>, also found at <https://www.youtube.com/watch?v=PakejATOey0&t=41s>

Video Blog, Michael Johnston, April 13, 2024, reference “Your Front Door is Easy to Kick In,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=0EWXQTgMqbA>

Video Blog, Michael Johnston, March 10, 2024, reference “What is CPTED?” produced by Boss Security Screens. <https://www.youtube.com/watch?v=Mod-yVXjrul>

Video Blog, Michael Johnston with James Kerr, February 12, 2024, reference “Home Security Tips,” produced by Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/home-security-tips>

Video Blog, Michael Johnston with James and Elana Kerr, May 7, 2023, reference “Securing Our Schools - Actionable Steps for Schools and Families,” produced by Boss Security Screens. https://www.youtube.com/watch?v=GDg_UJ7GoAI

Video Blog, Michael Johnston with James and Elana Kerr, April 30, 2023, reference “How to Protect Our Schools from and Prevent Mass Shootings. Webinar with Law Enforcement & Security,” produced by Boss Security Screens. https://www.youtube.com/watch?v=YQYmHTLUg_s

Video Blog, Michael Johnston with Jim Castellano, July 11, 2022, reference “Don't Become a Statistic. 5 Things You Can Do Today to Protect Your Home,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=MF9nhwe7eRw&t=423s>

Video Blog, Michael Johnston with Josh Neilson, July 5, 2022, reference “How to Buy the Right-Sized Handgun,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=Jbejp43EAuo>

Video Blog, Michael Johnston, June 6, 2021, reference “Home Security Assessment - Episode 3,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=awTdpi9SAlo>

Video Blog, Michael Johnston with James Kerr, June 5, 2021, reference “Home Security Assessment - Episode 2,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=x8sqLSW2GOg>

Video Blog, Michael Johnston, June 3, 2021, reference “CPTED Home Security Assessment - Episode 1,” produced by Boss Security Screens. <https://www.youtube.com/watch?v=bzG3tz5Iglc>

WRITTEN BLOG ON-LINE:

Blog, Michael Johnston, February 12, 2023, reference “Like It or Not: Marijuana is Legal – Child Safety,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/child-safety>

Blog, Michael Johnston, January 24, 2023, reference “Ever Feel Like – Somebody’s Watching Me,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/juggling>

Blog, Michael Johnston, January 8, 2023, reference “No Forced Entry: How Did They Get In,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/dog-door-security>

Blog, Michael Johnston, December 27, 2022, reference “The 2022 Sunset,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/stay-safe-this-new-years>

Blog, Michael Johnston, December 25, 2022, reference “Yuletide Spirits Up in Smoke,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/be-safe>

Blog, Michael Johnston, November 6, 2022, reference “Layered Security: Doubling Down on Safety,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/layered-security-phoenix>

Blog, Michael Johnston, October 11, 2022, reference “Fentanyl: A Deadly Killer Alert,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/fentanyl>

Blog, Michael Johnston, October 1, 2022, reference “What to Do When in A Vehicle Accident,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/what-to-do-in-a-car-accident>

Blog, Michael Johnston, September 20, 2022, reference “Scamming My Way to You,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/common-scams>

Blog, Michael Johnston, September 13, 2022, reference “More on Doors,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/securing-your-doors>

Blog, Michael Johnston, September 12, 2022, reference “Anatomy of Sliding Glass Door,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/sliding-door-security>

Podcast, Michael Johnston with Josh Nilson, August 28, 2022, reference “What to Consider When Buying a Firearm,” produced by Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/what-to-consider-when-buying-a-gun>

Blog, Michael Johnston, July 19, 2022, reference “What’s Bothering You?” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/theft>

Blog, Michael Johnston, July 12, 2022, reference “Surviving an Active Shooter and Mass Casualty Event,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/how-to-survive-an-active-shooter>

Blog, Michael Johnston, July 7, 2022, reference “CPTED: Putting It All Together,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/cpted-summary>

Blog, Michael Johnston, June 30, 2022, reference “SCOTUS: Bold Moves on Gun Control,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/gun-control>

Blog, Michael Johnston, June 20, 2022, reference “CPTED: Territorial Reinforcement,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/barriers-for-security>

Blog, Michael Johnston, June 18, 2022, reference “Guns” To Own or Not to Own,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/should-i-buy-a-gun>

Blog, Michael Johnston, June 16, 2022, reference “CPTED: Lighting the Way,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/home-security-lighting>

Blog, Michael Johnston, June 13, 2022, reference “A Call to Order,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/moment-of-silence>

Blog, Michael Johnston, June 12, 2022, reference “Anti-theft Vehicle Devices,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/devices-to-prevent-car-theft>

Blog, Michael Johnston, June 1, 2022, reference “Landscaping for Security,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/landscaping-for-security>

Blog, Michael Johnston, May 11, 2022, reference “CPTED: Crime Prevention Through Environmental Design,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/cpted>

Blog, Michael Johnston, May 4, 2022, reference “A Deeper Dive: Grey Rhinos,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/risk-management>

Blog, Michael Johnston, May 2, 2022, reference “The Grey Rhino,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/the-grey-rhino>

Blog, Michael Johnston, April 14, 2022, reference “A Path Toward Better Security,” written for Boss Security Screens. <https://bosssecurityscreens.com/security-window-screens/security>

CONSULTANT/ADVISORY CONTRIBUTIONS:

(2012 - 2024) M.A.R Unger, Professional Author Murder Mystery Book Series, Las Vegas, NV. Provided technical guidance for law enforcement investigations, police procedures, evidence processing and collection.

(2021 - Present) Chief Security Advisor, Boss Security Screens, Las Vegas, NV. Provide professional support for blog development, product enhancement, and public engagements.

Not Retained