

Exhibit 184

Missing Women Commission of Inquiry	
EXHIBIT	No: 184
Date:	May 15, 2012
	Registrar

R. EARL MOULTON
B.A., LLB.

Assistant Commissioner (Ret'd)
Royal Canadian Mounted Police

Accomplishments

Chair, Board of Directors, VisionQuest Recovery Society – Since 2006 have provided daily hands-on oversight and direction to this charity. Society has grown from 17 clients to 110 clients in 8 facilities. The VisionQuest program has earned unparalleled support from the criminal legal system due to its consistent success with offenders with chemical addictions and our principled approach to addictions recovery. By combining extensive measures for public safety with requirements for both responsibility and accountability, particular success has been demonstrated with prolific offenders, those with co-morbid mental health issues and those with gang affiliations. This success has been obtained in the face of severe financial constraints due to the ethical positions adopted by the Society. VisionQuest is the sole facility in Canada, and one of very few internationally, to provide services specifically for transexual addicts.

Assembly of First Nations/RCMP Protocol – One of two RCMP members involved in the negotiation, development, and authoring of national protocol with the Assembly of First Nations. Protocol provides for ongoing cooperation and dialogue between these national entities. Protocol was developed and signed by the National Chief and the Commissioner of the RCMP within a three week timeframe.

Emergency Response And Security Entity - Recognizing a number of gaps in the responses to 9/11, I created and chaired a diverse group generally known as the Emergency Response and Security Entity. This group consists of agencies with investigative, security and consequence management mandates. Each level of government is represented and formal links have been established to all public utility and private sector industries groups. ERASE has served as a model for the development of strategies as well as a clearinghouse for rapid dissemination of information and threat assessments.

Regional Operational Police Managers Committee - Seeing, along with others, the need to facilitate sharing of both information and resources, I formalized a previously ad hoc group into the Regional Operational Police Managers Committee. ROPMC is made up of Deputy Chiefs and Operational Officers of police and other law enforcement organizations in the Lower Mainland. ROPMC has been successful in advancing particular issues for public discussion (ie: marijuana grow operations), has created joint force operations attacking organized crime (Hells Angels Anniversary) and sexual predators (ISPOT and Project Empiric). ROPMC is now a recognized sub-committee of British Columbia Association of Chiefs of Police. ROPMC serves as both a model and a champion of integrated policing.

POLCYB -In 1998, I created the Society for the Policing of Cyberspace. POLCYB is a private/public network of professionals in the information technology industry. It has now held eight conferences with attendees and presenters from around the world. Additionally, POLCYB

has facilitated both investigative and educational efforts in relation to cybercrime issues. The 2005 POLCYB Conference was held in China at the invitation of the Chinese National Procurate (Prosecution Service).

Provincial Resource Allocation Committee - On taking on the contract policing role in 2000, it was immediately evident that "E" Division specifically and the Force generally suffered from a lack of credibility in respect of its fiscal management. In response, the Provincial Resource Allocation Committee was formed of district officers and branch heads of the division. Since that time, consistent and rigorous processes have been put into place to assure the most effective and efficient allocation of scarce human and monetary resources. PRAC is now able to ensure that future needs are planned and provided for, that there is clear accountability and that sufficient flexibility remains to meet the exigencies of policing. The success of PRAC can be measured in the increased levels of provincial support for "E" Division - an increase in three years of almost \$60 million - as well as support outside of the provincial budget for Project Evenhanded (Picton) of approximately \$70 million.

Alkali Lake Protocols - Working with the people of the Esketemc First Nation, a series of protocols have been developed which provide unique models of both restorative justice and the implementation of alternative measures. These protocols relate to the investigation of historical abuse; to the investigation of wildlife offences with the Conservation Officer Service and with the Department of Fisheries and Oceans; and to the handling of public complaints against members of the Force. Each protocol has served to greatly advance the community's interests as well as those of the Force. Further protocols have just been signed to establish a Community Constable program, to enter into a Community Tripartite Agreement and, in the longer term, to establish a stand alone detachment in the area. These protocols have generated interest across North America. They have also served as concrete examples of what can be achieved in partnerships with the community.

Author – MYTH AND REALITY: INTERPRETING THE DYNAMICS OF CRIME TRENDS :Lies, Damn Lies and (Criminal) Statistics – Police Practice and Research, March, 2012.

The Future of Cybercrime – Appearing in the Jul/Aug 2004 edition of the Alumni Magazine of the National Academy of the Federal Bureau of Investigation. (Copy available)
This article arose from participation as the sole Canadian police officer on the Futures Working Group which is a partnership of the Federal Bureau of Investigation and Police Futurists International.

Summary of Qualifications

International recognition across jurisdictional and organizational boundaries for policing competencies, knowledge, leadership and vision.

Highly energetic and dynamically leading by example, demonstrated in both day-to-day operations and in highly charged and heavily scrutinized incidents and investigations.

Experienced in investigating, supervising, managing and directing the entire gamut of police investigations.

Innovator of creative and effective community policing practices.

Demonstrated skills in administrative and human resource fields.

Proven ability to envision technological solutions to achieve administrative and operational efficiencies.

Practised in the impartial determination of complex issues involving the fair, equitable and reasonable applications of policy and procedures.

Broad and deep base of Police, executive and management experience.

Relevant Professional Experience

August 2006- ongoing

Chair, Board of Directors, VisionQuest Recovery Society

Volunteer position. Provide daily hands-on direction of the delivery of addictions recovery services. Standardized and professionalized all aspects of that service delivery including counselling, administration, financial planning and staff development. Grew society to be the largest single provider of addictions recovery in British Columbia.

July 2003 – ongoing

Member, Futures Working Group

Active and contributing member of group of police chiefs and academics under the sponsorship of the Behavioural Sciences Unit of the FBI. Mandate of the group is the exercise of a futurist perspective on current and future policing issues. Contributing author for three of the group's publications. Latest participation as author of "Myth and Reality: Interpreting the Dynamics of Crime Trends" for presentation to the Academy of Criminal Justice Sciences.

October, 2006 – March, 2010

Partner, Toddington International Inc.

Delivered operational Internet investigation training to law enforcement organizations, nationally and internationally. Provided consultation service regarding Internet investigations to the Dutch national police. Developed community based social justice process and system for Seabird Island First Nation.

April, 2003 – July, 2005

Commanding Officer, "F" Division

Responsible for the delivery of police service to the people of Saskatchewan. Policing delivered via federal, provincial, municipal and Aboriginal service lines, each with distinct funding requirements and unique service requirements. Service delivered by approximately 1500 personnel and a budget of approximately \$110,000,000. Rebuilt the relationship between the policing and aboriginal communities. Re-structured the Division reporting structure. Created trusted relationship with government. Found by the Auditor-General's personnel to lead an organization with dedicated, committed and altruistic police officers. Financial and human resource challenges required the closing of six detachments which was accomplished once fiscal and operational accountability was demonstrated.

June, 2002 – March, 2003

Deputy Criminal Operations Officer - Contract, "E" Division

Responsible for overseeing the delivery of contracted police services by the RCMP to approximately 3.2 million people through the effective and efficient deployment of approximately 4200 sworn officers. Primary point of contact with Provincial Police Services Branch. Accountable for an annual provincial policing budget of approximately \$250 million. Responsible for the development, implementation and review of division operational policing policy. Personally involved in the development and implementation of unique protocols and programs within the Aboriginal Policing portfolio. Demonstrated ability to work cooperatively with all levels of government while maintaining independence and integrity. Obtained first increases to provincial policing component since 1986. Began the demonstration and implementation of psychopathy-based allocation of police resources.

July, 1996 - June, 2000 Operations Officer, Coquitlam Detachment

"Deputy Chief of Police" role. Responsible for the day-to-day delivery of policing services to the 4th largest policing jurisdiction in B.C. - 170,000 people in two cities, two villages and a large rural area with 1.1million visitors each summer. Responsible for the oversight of all operational policing matters. Shared managerial responsibility for the personnel administration of, and for, 164 sworn police officers and approximately 100 civilian staff providing a police:population ratio among the lowest in Canada. Responsible for the development and implementation of community policing initiatives necessary to meet the demands of municipal, provincial and federal government initiatives.

January, 1998 - June, 1998 Acting Officer in Charge, Coquitlam Detachment

Acted as sole executive level Officer of the Detachment after the retirement of the incumbent and prior to the arrival of his replacement. Coquitlam Detachment is the 15th largest municipal policing operation in Canada..

July/August, 1997 VisionQuest - Journey 1997

Participant in historic re-creation of the "Grandfathers' Journey". 1600 kilometre journey by traditional First Nations canoe dedicated to healing and developing the relationship between First Nations communities and the police. Modelled an abuse-free lifestyle based on the traditional values of the canoe culture. Recognized by a "Deputy Commissioner's Commendation" in September, 1998.

*Sept. 1993/July, 1996 Detective Inspector then Officer in Charge,
Vancouver Commercial Crime Section*

Responsible for the management and conduct of specialized police investigations into: complex commercial frauds; defalcation involving federal, provincial and

municipal governments; large scale fraud of income support programs; detection of counterfeit currency and credit card activity; high technology offences and Internet-based crime. Responsible for the administration and management of a staff of 64 sworn police personnel and 8 clerical staff.

August/September 1995

Crisis Management Team, Gustafsen Lake, B.C.

Member of Crisis Management Team specifically responsible for operations planning, media relations and field command of ERT. Resolution of this incident without loss of life required the development and application of unique problem-solving methods including the use of the local First Nations community and First Nations spiritual leaders in an interest-based negotiation process. That successful resolution has been recognized at an international level by the adoption of the Gustafsen Lake model for the management of politically motivated incidents. Recognized by Commanding Officer's Commendation.

Sept. 1994/March, 1995

*Chair, Administrative Re-Structuring Committee
"E" Division Headquarters*

Chaired review committee looking at the structure and function of RCMP administrative procedures for the province of British Columbia. Authored report which set out a large number of recommendations which reduced paper flow, identified and eliminated unnecessary processes and identified alternate service delivery methods for validated procedures.

February, 1994 - January, 1996 -

*Officer in Charge, "E" Division
Customs and Excise Section*

Position held contemporaneously with Commercial Crime position. Oversaw significant change in operations and outlook under the Anti-Smuggling Initiative. Created ongoing, and unique, partnerships with Consumer Tax Branch and Liquor Distribution Branch of the BC Government. Founder of *British Columbia Illicit Alcohol Initiative* - a unique amalgam of federal and provincial law enforcement and revenue agencies.

RCMP Career History

November 27, 2005	Retired	
March 30, 2003	Promoted to Assistant Commissioner	
2003	Commanding Officer, "F" Division	Regina, Sask.
2000	Deputy Criminal Operations Officer -Contract, "E" Division	Vancouver, B.C.
June 28, 2000	Promoted to Chief Superintendent	
1996	Operations Officer Coquitlam Detachment	Coquitlam, B.C.
1993	Vancouver Commercial Crime Section Officer In Charge	Vancouver, B.C.
September 12, 1993	Promoted to Inspector	
August 8, 1992	Promoted to Sergeant	
1992	"E" Division Discipline and Security Section	Vancouver, B.C.
1991	Saskatoon Drug Section	Saskatoon, Sask.
1991	Saskatoon Commercial Crime Section	Saskatoon, Sask.
1990 (summer)	Saskatoon Det. Watch Commander	Saskatoon, Sask.
March 2, 1989	Promoted to Corporal	
1989 (summer)	Highway Patrol NCO in Charge	Saskatoon, Sask.
1988/91	University Training University of Saskatchewan College of Law	Saskatoon, Sask.

1984/88	Saskatoon Commercial Crime Section	Saskatoon, Sask.
1982/84	Prince Albert Drug Section	Prince Albert, Sask.
1981	Prince Albert Det. Court Liaison Duties, First Appearance Court & Summary Conviction Prosecutions	Prince Albert, Sask.
1979/80	Prince Albert Det. General Policing Duties Rural and Aboriginal Policing	Prince Albert, Sask.
1978/79	Waskesiu Det. General Policing Duties, Resort and Aboriginal Policing	Waskesiu, Sask.
1977/78	Training	Regina, Sask.

Education

1991 Bachelor of Laws University of Saskatchewan
With Distinction
Awarded three scholarships for academic achievement.
Editor, Saskatchewan Law Review, 1989/91
Author: "*Domestic Application of International Human Rights*", 54 Sask. L.R. 38
(Copy available for review)

1978 Bachelor of Arts Queen's University
Major Field of Study: Sociology

Additional Specialized Training

1979/81 Univ. of Regina Computer Science
Design and Analysis of
Computer Systems

1981 Emergency Response Team Canadian Police College

1982 Operational Undercover Training Canadian Police College

1982 Canadian Securities Institute Course

1983/87 Athabasca University B.Admin. Program

1983 Criminal Analysis Course Canadian Police College

1994 Commanders' Course Canadian Police College

1995 Media Relations Course Canadian Police College

1995 Strategic Leadership Queen's University
Executive Development Program

1996 Alternate Dispute Resolution/
Interest-Based Negotiation Vancouver, B.C.

2002 Assessing Psychopathy Vancouver, B.C.
Darkstone Research Inc.

Affiliations and Positions

Founder and President, Society for the Policing of Cyberspace

Vice-President, Saskatchewan Association of Chiefs of Police

Founding Co-Chair, Electronic Crime Committee, Canadian Association of Chiefs of Police

Member, Policing with Aboriginal Peoples Committee,
Canadian Association of Chiefs of Police

Member, Law Amendments Committee, Canadian Association of Chiefs of Police

Past President, Saskatchewan RCMP Officers' Mess

Member, Management Committee, Bold Eagle Program

Life Member, Police Futurists International

Member, Futures Working Group, Washington DC

Founder and Director, British Columbia Tactical Officers' Association
Chair, Field Commanders' Sub-Committee

Founding Chair, Regional Operational Police Managers' Committee

Founding Member, Advisory Committee, Canadian Police Knowledge Network

Founding Chair, RCMP Aboriginal Employees Committee

Director, Duke of Edinburgh Awards, Saskatchewan

Director, St. John Ambulance of Saskatchewan

Governor, North Saskatchewan Division, Canadian Corps of Commissionaires

Governor, South Saskatchewan Division, Canadian Corps of Commissionaires

Member, Evaluation Committee, Records Management System Project, E-Comm

Chair, Police Services Committee, E-Comm

Member, Curriculum Design Committee, Bachelor of Forensic Technology Program
British Columbia Institute of Technology

Founder and Member, British Columbia Illicit Alcohol Initiative

Founder and Director, Coquitlam Policing Assistance Society

Chair of the Board of Directors, VisionQuest Recovery Society

Director, Information Sciences and Forensics Society, Hong Kong

Member, High Tech Crime Consortium

Member, Computer Security Institute

Member, Canadian Institute for International Affairs

Member, The Agora