

## Your Instructors



**Steve "Pappy" Papenfuhs** is a retired Sergeant with the San Jose Police Department. Pappy has 29 years' experience including assignments as an FTO Sergeant, Training Sergeant Detective Sergeant and SWAT team member. He is a human-factors researcher and certified Force Analyst. He often testifies as an expert witness in high-profile use of force cases. Pappy is an expert instructor with decades of experience who is constantly researching effective teaching strategies aimed at ensuring learning has occurred. [Watch Steve discussing law enforcement training and our FTO Training program.](#)



[Dominic Gamboa](#) is a retired Police Officer with the San Francisco Police Department and current Reserve Police Officer with the Santa Clara Police Department (CA). Dom has decades of experience including assignments as a Training Officer assigned to the San Francisco Police Training Bureau and a Patrol Foot Beat Officer in the challenging Tenderloin district. He served as a Special Consultant to the California Commission on POST analyzing the way Field Training Officer courses were conducted. Dom brings years of experience in both teaching and course design. His command over how a learner learns, and how to inspire law enforcement learners have earned him a reputation as an expert instructor.



[Eddie Chan](#) is a current FTO Sergeant with the San Jose Police Department in California. Having over a decade of experience supervising and training FTOs and recruit officers, Eddie understands the unique challenges that FTOs face when training recruits. Not only is San Jose the birthplace of the FTO concept, it's also a big department that cycles a lot of recruits through the program. Eddie has spent the last ten years in the FTO program, so he has seen nearly every issue before. One of the things our FTO students like best about Eddie is that he gives them specific and practical tools that really work.