



Michael H. Baker

Officer

Los Angeles Police Department Special Weapons and Tactics Crisis Negotiation Team Los Angeles, California

Michael Baker has been a police officer for the City of Los Angeles for 25 1/2 years, the last 17 of those years he has spent on the SWAT Team and is currently serving in the capacity of an element leader with SWAT. He participates in and is a member of numerous cadres on the LAPD SWAT Team, those include, but are not limited to, the Sniper cadre, the EMT cadre, the Counter-Terrorism Team and the Crisis Negotiation Unit. As a senior member of the Negotiation Team, Michael has been instrumental in training newly-appointed, as well as veteran negotiators with LAPD SWAT, and has presented as a subject-matter expert in the field of crisis and hostage negotiations to numerous municipal police departments, CAHN (California Association of Hostage Negotiators) at the state and regional level, and at the Los Angeles office of the Federal Bureau of Investigation. Michael additionally served as a guest speaker at the 2010 Annual Threat Management Conference where he presented on the topic of "Suicide by Cop," addressing the issue through post-incident interviews with subjects of SWAT-related barricade incidents that involved crisis negotiations.

Michael received his Bachelor's Degree from California State University Long Beach in Kinesiology and is currently enrolled at Boston University working on his Master's Degree in Criminal Justice.

Additionally, Michael is a weekly volunteer staff member at the Suicide Prevention Center in Los Angeles, serving in the capacity of a certified Crisis Line Counselor on the Suicide Hotline.



MARK W. FLORES

Supervisory Special Agent

**FEDERAL BUREAU OF INVESTIGATION
Critical Incident Response Group
Crisis Negotiation Unit
FBI Academy
Quantico, Virginia**

SSA Flores entered the FBI in 1996, and was assigned to the Phoenix Division where he worked organized crime and drug matters. During that time frame, SSA Flores was a member of Phoenix Division's Crisis Negotiation team. He worked extensively with both FBI SWAT and the Phoenix Police Department's Special Assignments Unit where he responded to numerous hostage barricades, suicidal subjects and kidnapping situations.

In October 1998 SSA Flores was transferred to the Baltimore Division where he worked violent crime and counterintelligence matters. As a member of the Baltimore Division's Crisis Negotiation team, SSA Flores responded to numerous negotiation team call outs and served as the negotiation team leader during the Washington D.C. sniper incident and worked with the Baltimore County Police Department during the Joseph Palczynski four-day hostage incident.

In July 2009, SSA Flores was assigned to the FBI Critical Incident Response Group's Crisis Negotiation Unit, and is one of the crisis negotiation program managers who respond operationally, both nationally and internationally, to ongoing hostage barricade and kidnapping events. SSA Flores also trains FBI Agents and police officers in crisis negotiation, suicide intervention and crisis management, and conducts research in these areas of responsibility.

SSA Flores received his Bachelor of Science degree from the United States Naval Academy, and is a former Marine Corps officer.

SSA Flores resides in Annapolis, Maryland.