

Robert R. Pusins & Associates, Inc.

Police Practices & Procedures Experts

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ROBERT R. PUSINS

PROFESSIONAL EXPERIENCE

Broward Sheriff's Office, Fort Lauderdale, FL, 2013 – present

The Broward Sheriff's Office is the largest fully accredited public safety agency in the United States. I currently serve as a member of the Sheriff's command staff as the Executive Director of the Department of Community Services.

Robert R. Pusins & Associates, Inc.

Police Practices and Procedures Experts

I have been serving as a consultant to attorneys as an expert in police practices and procedures since 1997 and have been consulted on cases involving police pursuits, police tactics, arrests, use of force, deadly force, policies and procedures, crime prevention and hiring and retention.

I have been retained for my expertise in civil and criminal cases, federal and state, in Arizona, Connecticut, Florida, Louisiana, Massachusetts, Michigan, Missouri, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Vermont, Washington, D.C., West Virginia and Canada.

Fort Lauderdale Police Department, Fort Lauderdale, FL, 1974-2004

I am a former (retired) Police Major of the Fort Lauderdale Police Department. I have over 30 years of progressive law enforcement experience in an accredited agency with staffing of over 500 sworn police officers. I have advanced through the ranks and have held the title of police officer, field training officer, detective, sergeant, captain, commander, major and assistant police chief, and spent over 20 years in supervision, command and management positions. I have served in the Operations, Investigative and Administrative Bureaus.

My command responsibilities included the review of over 200 allegations of police misconduct ranging from use of force, violations of policy and procedures, police pursuits, K-9 apprehensions, and police vehicle crashes. I served as a member of the Fort Lauderdale Citizens Review Board for five years, which examined every Internal Affairs investigation of police misconduct. I was involved in policy review and development for over 15 years and have extensive training and experience in assessing personnel and policies for law enforcement agencies. Further, I have been certified and served as an

assessor for the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA).

Specific positions, responsibilities and experience:

Major, Community and Operations Support Divisions, 2001–2004

I was responsible for all community policing initiatives and crime prevention programs as well as a wide range of activities including high risk units. Specific unit responsibilities included SWAT, K-9 Units (included criminal apprehension, narcotic detection and explosive detection dogs), the Bomb Unit, Traffic Homicide, Traffic Enforcement, the Marine Unit, the Mounted Unit, Crime Prevention, the Dive Team, School Resource Officers and the Honor Guard.

Assistant Chief, Operations Bureau, 2000-2001

I was appointed as an assistant chief and was responsible for the overall management of the Operations Bureau including all uniformed patrol services. Staff totaled over 300 personnel including 3 commanders as direct reports, captains, sergeants, police officers and civilian personnel.

Commander, Operations Bureau, Patrol Division, 1996-2000

I was responsible for the delivery of all uniformed patrol services in the most diverse district of the city, a community of 46,000 residents encompassing the entire downtown and the Midtown community. Staff included three Captains as direct reports and 115 employees.

Captain, Support Services Bureau, Staff Support Division, 1992-1996

I was responsible for seven departmental units: Training, Court Liaison, Detention Facility, Evidence, Property, Recruiting & Hiring and Forfeitures. Staff included seven direct reports (sworn and civilian) and 87 employees.

Captain, Operations Bureau, Patrol Division, 1989-1992

I was responsible for the command of uniformed patrol services to the central beach community as well as the southeast and southwest communities during the evening shift. Staff included 37 employees.

Sergeant, Operations Bureau, Patrol Division, 1984-1989

I supervised police officers performing uniformed patrol operations and was assigned at various times to all three patrol districts of the City of Fort Lauderdale.

Detective, Investigative Bureau, Criminal Investigations Division, 1977-1984

I was responsible for the investigation of serious crimes with assignment in both the Crimes against Persons and Crimes against Property sections of the Criminal Investigation Division.

Police Officer, Operations Bureau, Patrol Division, 1974-1977

I had standard uniform patrol responsibilities with experience in all three police districts of the City of Fort Lauderdale. I was appointed as a Field Training Officer.

Education and Training

FBI National Academy (191st Session)

Southern Police Institute, University of Louisville Command Officers Development Course (4th Session)

Broward County Police Academy (46th Session), Davie, Florida

University of South Florida, Bachelor of Arts, Sociology

I have received over 3,000 hours of advanced, specialized and management training in law enforcement during my career.

Noted Professional Activities

Homeless Outreach Teams

I led the implementation of the Homeless Outreach Team (*HOT*) concept to the Broward Sheriff's Office, resulting in over 50 deputies trained and certified as Homeless Outreach Specialist. BSO was awarded the IACP's 2014 Civil Rights Award for this innovative and proactive approach in addressing homelessness in Broward County.

Citizens Review Board (1995-2000)

I was an initial Citizen Review Board appointee and was responsible for the review of over 200 investigations conducted by the Office of Internal Affairs regarding police misconduct.

Hiring Committee (1992-1996)

I was the chair of this oversight committee responsible for the hiring of all police officers through the efforts of the Recruiting Unit. I was also an active participant on the Oral Board that interviews candidates for police officer positions.

Management Assessor

I was a visiting management assessor for numerous municipal and county governments including Birmingham (AL), Jacksonville (FL), Little Rock (AR), Margate (FL), Miami (FL), Miami-Dade County (FL), Orlando (FL), Pompano Beach (FL) and Troy (OH).

Accreditation

I initiated the successful process for the Fort Lauderdale Police Department to attain accreditation recognition from the Commission on Accreditation for Florida

Law Enforcement Agencies (May 1998). I was an assessor for the Commission on Accreditation for Law Enforcement Agencies.

Publication

“Recapturing Lives: Homeless Outreach in Broward County, Florida,” *The Police Chief*, (November 2014): 54–55 p

Memberships

FBI National Academy Associates (FBI NA)
International Association of Chiefs of Police (IACP)
National Tactical Officers Association (NTOA)
Police Executive Research Forum (PERF)