

**Robert R. Pusins & Associates, Inc.**  
*Police Practices & Procedures Experts*  
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## **Robert R. Pusins**

### **PROFESSIONAL EXPERIENCE**

*Robert R. Pusins & Associates, Inc.*  
*Police Practices and Procedures Experts*

Robert R. Pusins has been serving as a consultant and providing services to attorneys and clients as an expert in police practices and procedures since 1997. He has been consulted on cases including police pursuits, police tactics, arrests, use of force, deadly force, policies and procedures, and hiring and retention. His qualifications include over 30 years of experience and training as a law enforcement professional.

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

Robert R. Pusins is a former (retired) Police Major of the Fort Lauderdale Police Department. He has over 30 years of progressive law enforcement experience in an accredited agency with staffing of over 500 sworn police officers. He has advanced through the ranks and served in the Operations, Investigative and Administrative Bureaus. He 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

His 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. Also, he served for five years as a member of the Fort Lauderdale Citizens Review Board, which examined every Internal Affairs investigation of police misconduct. He was involved in policy review and development for over 15 years and has extensive training and experience in assessing personnel and policies for law enforcement agencies. Further, he has been certified and served as an assessor for the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA)

Specific positions, responsibilities and experience are listed below.

*Major, Community and Operations Support Divisions, 2001–2004*

Responsible for all community policing initiatives and programs as well as a wide range of activities including high liability units. Specific unit responsibilities include Crime Prevention, Marine Unit, K-9 (includes separate criminal apprehension, narcotic detection and explosive detection dogs), Mounted Unit, School Resource Officers, SWAT, Traffic Safety, Traffic Homicide, Bomb Unit, Dive Team and the Honor Guard.

*Assistant Chief, Operations Bureau, 2000-2001*

This appointed position is responsible for the overall management of the Operations Bureau including all uniformed police services.

*Commander, Operations Bureau, Patrol Division, 1996-2000*

Responsible for the delivery of all uniformed police 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*

Responsible for seven departmental units: Training, Court Liaison, Detention Facility, Evidence, Property, Recruiting/Hiring and Confiscation. Staff included seven direct reports (sworn and civilian) and 87 employees.

*Captain, Operations Bureau, Patrol Division, 1989-1992*

Responsible for the command of uniformed police 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*

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

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

Responsible for the investigation of serious crimes through 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*

Standard uniform patrol responsibilities with experience in all three police districts of the City of Fort Lauderdale. Also, appointed as a Field Training Officer.

## **EDUCATION AND TRAINING**

FBI National Academy (191<sup>st</sup> Session)

Leadership Fort Lauderdale, Greater Fort Lauderdale, Chamber of Commerce

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

Broward County Police Academy (46<sup>th</sup> Session), Davie, Florida

University of South Florida, Bachelor of Arts, Sociology

1974-Present - over 3,000 hours of advanced, specialized and management training.

## **PROFESSIONAL ACTIVITIES and ACHIEVEMENTS**

Citizens Review Board (1995-2000)

Initial CRB appointee (six citizens, three police officers) responsible for the review of all investigations conducted by the Office of Internal Affairs regarding police misconduct.

Hiring Committee (1992-1996)

Past Chair of oversight committee responsible for the hiring of all police officers through the efforts of the Recruiting Unit. Active participant on the Oral Board that interviews candidates for police officer positions.

Leadership Fort Lauderdale, Class II

1995 graduate of this 10-month long community leadership program that enhances leadership skills, cultural flexibility, creates a networking system among community leaders and engages participants in community issues.

Past chair of the Government and Law Day and served as Police Department's liaison to the Leadership Fort Lauderdale program.

#### Management Assessor

Visiting management assessor for numerous municipal and county governments including the City of Birmingham (AL), Jacksonville (FL), Little Rock (AR), Margate (FL), Miami (FL), Miami-Dade County (FL), Orlando (FL), Pompano Beach (FL) and Troy (OH).

#### Accreditation

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). Past assessor for the Commission on Accreditation for Law Enforcement Agencies.

#### Crime Reduction

Achieved a significant crime reduction in District II during 4-year tenure (1996-2000) as Commander of the District. Part One Crimes were reduced by 46% with a 49% reduction realized in property crimes and a 28% reduction in violent crimes.

#### Citizen Police Academy

Developed, implemented and coordinated the Citizen's Police Academy (CPA) to inform the community of the services, programs and challenges of their police department. Nineteen CPA classes have graduated over six hundred community-minded citizens.

#### Homeless Initiatives

Responsible for the Police Department's efforts to meet the expectations and often conflicting demands of the City Commission, the business and community leaders, advocates for the homeless, social service providers and the homeless population. Developed a law enforcement protocol regarding police-homeless contacts, implemented Homelessness 101 training program for police officers and initiated a nationally acclaimed Police Homeless Outreach Team program that was featured in Police Chief magazine (May 2000). Continue to work in a collaborative approach with City staff, Broward County, Broward Partnership for the Homeless Inc., Broward Coalition for the Homeless Inc., and Legal Aid regarding the issue of homelessness.

#### Inter-Departmental Support

Served on City-wide Evaluation and Selection Committees for RFP responses:

Fuel from fuel stations contract

Portable remote security alarm systems to combat robbery and burglary

Pre-employment psychological evaluations

Public opinion survey services

Security officer's services

Travel agency services

#### **INSTRUCTOR – FACILITATOR**

Developed and presented workshops titled "Turning Adversarial Relationships into Partnerships - Educating and Working with the Police" at the following venues:

National Alliance to End Homelessness Annual Conference, Washington, DC (1999)

Florida Coalition for the Homeless, State Conference, Orlando, Florida (2000)

Florida Department of Law Enforcement, Best Practices Conference, Tallahassee, Florida (2000)

Florida Neighborhood Conference, Fort Lauderdale, Florida (2000)

Broward County Neighborhood Conference, Hollywood, Florida (2001)

## Charettes

Active participant in community charettes (planning sessions) to create redevelopment visions for the Bass Park community, the Florida Atlantic University - Broward Community College University Tower project, Himmarshee Village, the Northeast 13 Street Corridor and the Sistrunk Corridor.

## **PUBLICATION**

"The Police Response to Homelessness, the Fort Lauderdale Model", *The Journal, the Voice of Law Enforcement*, Volume 6, Number 4, Fall 2000.

## **COMMUNITY PARTICIPATION**

Broward Coalition for the Homeless, Inc.  
Board of Directors - 1999-2003

Broward Partnership for the Homeless, Inc.  
Board of Directors - 1999-2003

Greater Fort Lauderdale Chamber of Commerce  
Downtown Council - 1996-2001

Salvation Army, Adult Rehabilitation Center  
Advisory Council - 1999-2003

Riverwalk Fort Lauderdale, Inc.  
Board of Directors - 1996-2000

Martin Luther King, Jr. Memorial Committee, Inc.  
Board of Directors - 1996-2000

## **COMMENDATIONS AND AWARDS**

1974 - 2004 - Over 100 letters of commendation and appreciation.

2000 - Resolution of appreciation from the Downtown Development Authority.

2000 - Recognition of appreciation from the Citizen's Review Board.

1999 - Downtown Council Chairman's Award, Greater Fort Lauderdale Chamber of Commerce

1986 - Police Officer of the Month

## **PAST MEMBERSHIPS**

American Society for Industrial Security  
Broward County Chiefs of Police Association  
FBI National Academy Associates, Inc.  
Florida Coalition for the Homeless, Inc.  
International Association of Chiefs of Police  
Police Executive Research Forum