

**Bruce A. Roberts**  
Deputy Chief of Police  
Spokane Police Department  
Public Safety Building  
1100 W. Mallon Avenue  
Spokane, WA 99260

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## **QUALIFICATIONS**

- ◆ Accomplished, experienced 31-year law enforcement professional with proven success in modern police operations, management, and administration
- ◆ Able to define and achieve organizational missions
- ◆ Superior communication skills, able to interact with other government, community, and private entities
- ◆ Experienced in and committed to community-based policing concepts, with a track record of community collaboration and partnership
- ◆ Proficient in new communications and emerging technology as they apply to law enforcement operations
- ◆ Well versed in labor relations with multiple bargaining groups
- ◆ Competent financial manager, practiced in and knowledgeable about budget preparation and application
- ◆ Current member of International Association of Chiefs of Police and Washington Chapter of FBI National Academy Associates

## **PROFESSIONAL EXPERIENCE**

### **Operations Management**

- Currently responsible for overall management and administration of 197 of the 284 commissioned personnel that are assigned to the Uniform Services Bureau
- Currently responsible for the specialty teams of K-9, Traffic, SWAT, Tactical Team, Hostage Negotiation, and Dignitary Protection
- Previous assignment as Investigative Division Commander
- Previous experience as Community Services Division Commander
- Experienced in Property and Evidence Facility management
- Previous assignment as Operational Management Services Unit Commander, managing Special Events, Fleet Management, and Crime Analysis
- Previous experience as Patrol Shift Commander
- Past experience as Communications Dispatch Center shift supervisor
- Experience as a patrol supervisor
- Eight-year tenure as an Administrative Hearing Officer for the department
- Ten years' experience as a Duty Staff Officer
- Experience in new facility planning, design, and development
- Past member of the 911 Board
- Past member of the Medical Examiner's Advisory Board

### **Financial Administration**

- Currently responsible for management of half of the department's budget application
- Recently participated in drastic budget cut decisions, resulting in department-wide reorganization
- Responsible for \$1.6 million-a-year department fleet M & O budget
- Responsible for special event and operation plans oversight, including overtime considerations
- Previously responsible for development and management of a \$1 million-a-year fleet vehicle and communications equipment replacement budget
- Previous experience in unit-based budget development

### **Community Services**

- Currently responsible for Neighborhood Resource Officer Program and related activities
- Currently responsible for Volunteer Services Unit, comprised of 100 volunteers, including 47 Senior Volunteers, 2 Specialists, 15 Reserve Officers, 13 Co-Ops (Co-operative Education), and 12 Explorer Scouts
- Former Area Manager Liaison to neighborhoods, representing the City Manager
- Previous Unit Commander in Community Services Unit, responsible for recruiting, Crime Prevention Unit, Crime Prevention Through Environmental Design Program, and Police Advisory Committee
- Previous liaison to the American Red Cross and Salvation Army

### **Personnel Administration**

- Previous Unit Commander for police officer applicant recruitment, testing, screening, selection, and training, including administration of the regional Basic Law Enforcement Academy at the Spokane Police Training Center on behalf of the Washington State Criminal Justice Training Commission
- Experience in policy and standard operating procedures development
- Responsible for probationary performance discharges
- Responsible for termination recommendations
- Extensive experience in complaint processing, investigation, disposition, and discipline administration
- Responsible for personnel training curriculum
- Ten-year member of the Administrative Review Panel, responsible for review and recommendation to the Chief of Police on serious Internal Affairs cases

### **Emergency Management**

- Extensive training in the principles of emergency management
- Outstanding expertise in incident command and unified command
- Represent Police Department on the Spokane County Disaster Committee and the Local Emergency Planning Committee
- Assisted in drafting the Spokane County Comprehensive Emergency Management Plan and the Terrorism Incident Annex
- Member of the Spokane County Homeland Security Council
- Member of the Governor's Committee on Homeland Security

### **Critical Incident Management**

- Administer SWAT, Tactical Team, Hostage Negotiation, and Dignitary Protection programs
- Former Tactical Commander
- Managed numerous critical, high-risk incidents

## **WORK HISTORY**

**Police Officer:** Hired April 1974, laid off December 1974, rehired October 1975

**Sergeant:** Promoted February 1984

Assigned to various shifts as supervisor in Patrol and Communications

- Supervised a corporal and team of officers in Patrol
- Supervised a corporal and team of civilian dispatchers in Communications

**Lieutenant:** Promoted March 1988

March 1988, assigned as Shift Commander

- Managed a shift of three sergeants and their officers

March 1989, assigned to Operational Management Services Unit

- Managed two sergeants and a mixed group of commissioned and civilian employees
- Responsible for Special Events, Fleet Management, and Crime Analysis

**Captain:** Promoted July 1996

July 1996, assigned as Support Services Division Commander

- Responsible for three lieutenants and their functions
- Areas of responsibilities included Community Services Unit, Training Unit, Special Events, and Fleet Management

December 1996, assigned as Patrol Division Commander

- Responsible for four lieutenants and all Patrol field operations 24/7
- Approximately two hundred commissioned personnel
- Traffic Unit and K-9 Unit

October 1999, assigned as Support Services Division Commander

- Responsible for three lieutenants and their functions
- Same functions as above, but with the Property Facility added

October 2003, assigned to Investigative Services Division

- Three investigative lieutenants reporting directly—one each in Major Crimes Unit, Special Investigations Unit, and Neighborhood Investigative Unit
- The remainder of the Investigative Division was comprised of seven sergeants, fifty-one detectives, five officers, and ten civilian clerical positions

**Deputy Chief:** Promoted January 2005

January 2005, assigned to North Uniform Services Bureau

- Responsible for three lieutenants—two in Uniform Patrol activities and one in Dispatch Communication Center
- Responsible for approximately half of the Uniform Patrol functions—eight sergeants, seven corporals, and sixty-two officers

December 2005, assumed command of both North and South Patrol Bureaus due to personnel retirement

- Seven lieutenants reporting directly
- Responsible for all Uniform Bureau field activities, including SWAT, Tactical Team, K-9, Traffic Unit, Neighborhood Resource Officers and Hostage Negotiation
- Responsible for administration of 197 of the 284 commissioned personnel

### CERTIFICATIONS

- ◆ Executive Level Career Certification through the Washington State Criminal Justice Training Commission
- ◆ Training Certification through the Washington State Criminal Justice Training Commission
- ◆ Washington State Police Officer Certification through the Washington State Criminal Justice Training Commission

### EDUCATION AND TRAINING

Intelligence Operations Officer/Commander's Course	WASPC, 2004
OPSEC for Public Safety	IOSS, 2003
Executive Leadership	Washington State CJTC, 2002
Emergency Response to Terrorism; Incident Command	USFA, 2002
Management of Training	FEMA, 2000
Exercise Development Course	FEMA, 2000
Weapons of Mass Destruction	DOJ, ODP, 1999
Advanced PIO Course	FEMA, 1999
Personnel Law Update/Public Sector	AELE, 1999
Riot Control School	1998
Integrated Emergency Management Course	FEMA, 1998
Tactical Commander's Course	1997
Dignitary Protection Course	U.S. Secret Service, 1997
Crime and Operations Analysis Course	1996
Command College	Washington State CJTC, 1995
FBI National Academy	Federal Bureau of Investigation, 1994
Comprehensive Fleet Management Course	ITPM, 1993
Management Utilization of Criminal Intelligence Analysis	Anacapa Sciences, 1991

Investigation of Deadly Force by Police	1988
Critical Incident Management	1988
Mid-management	Washington State C JTC, 1988
Instructor Development	Washington State CJTC, 1986
Interview and Interrogation	1986
Investigative Training	1985
First Level Supervision	Washington State CJTC, 1984
Basic Law Enforcement Academy	Washington State CJTC, 1976

**Credits**

- 6 semester credits
- 15 semester hours
- 10-plus CEUs