

KEITH D. BUSHEY

Curriculum Vitae

CURRENT POSITION

Bushey & Associates

Post Office Box 362
Glendora, California 91740
(909) 224-5682

2001 to Present

In a semi-retirement mode, I am now devoting the majority of my professional efforts into my own long-term consulting company, in writing and lecturing. I continue in my professional writings, both in article and booklet form (my six booklet leadership series is highlighted on my website), all of which I have placed in the public domain and can be downloaded, distributed and used without permission (attribution is appreciated). I have also published three books which are available on Amazon, *with 100% of all revenue distributed among the City of Hope Medical Center, Make A Wish Foundation, Devil Pups Inc. and the Desert Refuge for Law Enforcement and the Military*. I also continue to be available for leadership presentations (United States & Canada), preferring single day (or less) appearances.

PREVIOUS PROFESSIONAL FULL-TIME EMPLOYMENT

FBI Law Enforcement Executive Development Association (FBI-LEEDA)

5 Great Valley Parkway #125
Malvern, Pa 19355
Office Phone: 877-772-7712

2001 to 2016

Duties: Provide leadership and ethics instruction to law enforcement supervisors, managers, and executives in police agencies throughout the United States and Canada. LEEDA is one of three agencies formally endorsed and affiliated with the Federal Bureau of Investigation for the purposes of providing training to state and local government police personnel. Within the framework of leadership and ethics, sub-topics have included: media relations, management, supervision, audits, controls, harassment/discrimination prevention and investigation, and related topics. I typically spend two to four days per month, usually out-of-state, performing these duties. We also occasionally perform agency leadership and management assessments; typically involving detailed assessment, interviews, inspections, and ultimately a report to the

governmental management team pertaining to the organizational health of the law enforcement agency. Initially part-time, but morphed into full time towards the end of my tenure.

In May of 2016, I became the first Emeritus Faculty. I no longer teach in the week-long core leadership classes, but remain available for one day LEEDA presentations, and will also be speaking at the Annual LEEDA Conferences.

Los Angeles County District Attorney's Office – Executive Staff/Law Enforcement Liaison
210 W. Temple Street, Suite 18000
Los Angeles, California 90012

Phones: Office: 213-974-4109 Cell: 909-224-5682

July 2006 to 2011

Duties: A member of the executive staff and a direct report of District Attorney Steve Cooley. Responsible for developing and maintaining strong liaison with a number of law enforcement agencies, including the Los Angeles Police Department, Los Angeles County Sheriff's Department, and the California Highway Patrol. Act as a personal representative of the District Attorney in the coordination and resolution of sensitive, complex, and confidential issues.

San Bernardino County Sheriff's Department – Executive Staff/Deputy Chief
655 E. Third Street
San Bernardino, California 92415

October 1999 to May 2005 - ***Retired***

Duties: Served as one of the ten top executives of a 3,000 (+) person general law enforcement agency. Held the following assignments:

Commanding Officer of the Court Services Bureau: Responsible for approximately 200 employees responsible for all aspects of court security, bailiffs, warrant service, civil enforcement, legal processes, and related tasks.

Commanding Officer of Bureau of Field Operations – Region 1: Responsible for all aspects of patrol, traffic, criminal investigations, volunteers, explorers, and other aspects of conventional policing for eight sub-stations, five contract cities, and approximately 700 personnel.

Commanding Officer of Support Services Bureau: Responsible for the Sheriff's Training Academy (all levels of instruction, from basic to in-service and supervision/management), Scientific Investigation Division, Technical Services Bureau (Automation & Communications), and the County Office of Public Safety (workplace safety, risk management, etc.).

San Bernardino County Marshal's Department – Marshal of San Bernardino County
157 West 5th Street, Suite 300
San Bernardino, California 92415

August 1996 to October 1999 - ***Agency Merged with the Sheriff's Department***

Duties: Appointed by the Judicial Officers of the County of San Bernardino, and served as an executive member of the Municipal and Superior Courts, and later the Consolidated Courts. Was the chief law enforcement officer of the courts, responsible for thirteen separate divisions and approximately 300 employees, of which approximately one half were sworn full-duty law enforcement officers. Major divisions and functions included: court security, judicial protection, civil enforcement, legal processes, fugitive apprehension, personnel administration, communications center, budget unit, automotive unit, training unit, and executive officers.

Los Angeles Police Department – Police Officer to Commander
150 North Los Angeles Street
Los Angeles, California 90012

January 1966 to August 1996 - ***Retired***

Duties: Performed the following tasks in the ranks indicated:

Police Officer: Uniformed patrol, vice investigator, administrative detective, and undercover intelligence.

Sergeant I: Uniformed patrol, vice supervisor, special problems unit, and internal investigator.

Sergeant II: Officer-in-Charge of maintaining the Manual of the Los Angeles Police Department, to include supervision of research staff, preparation, updating, maintenance, and dissemination of policies and procedures.

Lieutenant I: Patrol watch commander, team policing leader, communications watch commander, gang enforcement, and assistant commanding officer of a traffic division.

Captain I: Commanding Officer of three patrol divisions: North Hollywood, Hollywood, and West Los Angeles. Responsible for leadership over large geographic areas for patrol activities, and all aspects of training, discipline, and personnel administration for hundreds of personnel.

Captain II: Commanding Officer of Communications Division & Program Manager of the Emergency Command, Control, and Communications System, to include all aspects of system design, maintenance, and operations, and approximately five hundred employees. During this assignment, also served as the Los Angeles Police Department liaison on Capitol Hill, Washington, D.C., for issues related to frequency acquisition and public safety communications.

Captain III: Commanding Officer of three geographic areas: Wilshire, Northeast, and Central. Responsible for all aspects of conventional policing, including patrol, detectives, vice, jail, community relations, and related activities; and all aspects of training, discipline, and personnel administration for hundreds of personnel.

Commander: Assistant Commanding Officer of Operation -West Bureau, over one fourth of the City of Los Angeles. Due to a long-term illness of the commanding officer, a Deputy Chief, I served as the acting commanding officer of this bureau for most of the approximately eighteen month tenure. Direct reports included four area commanding officers (Captain III's, one traffic commanding officer (Captain II), one gang czar (Lieutenant II), and a robust executive staff. Total number of subordinates approximately 1400.

Commander: Commanding Officer of Personnel Group. Essentially the human resources director of the Los Angeles Police Department. Responsible for conventional personnel issues, to include: hiring, promotions, transfers, terminations, resignations, grievances, equal opportunity, harassment/discrimination investigations, medical investigations, worker's compensation, employee assistance, and related activities. Held the collateral positions of Equal Employment Opportunity Coordinator and Commanding Officer of the Police Reserve Corps.

PROFESSIONAL PART-TIME EMPLOYMENT

Citrus College

1000 West Foothill Boulevard
Glendora, California 91740

1976 to 1998

Duties: Taught in two departments, Administration of Justice and Supervision. Subjects taught in the Administration of Justice Department included: Introduction to Law Enforcement, Criminal Law, Search & Seizure, Patrol Procedures, Traffic Procedures, and Vice Enforcement. Subjects taught in the Supervision Department included: Communications, Writing, Supervision, and Public Relations.

California Department of Fish & Game

350 Golden Shore Drive
Long Beach, California 90802

1980 to 1988

Duties: Deputy Game Warden. This was a volunteer program for regular peace officers in other law enforcement agencies who possessed a POST Basic Certificate and who held peace officer status. Made arrests, conducted investigations, enforced statutes of the California Fish & Games Code, and related activities.

Los Angeles County Sheriff's Department

4700 Ramona Boulevard
Monterey Park, California 91754

1965 to 1966 (three months)

Duties: Reserve Deputy Sheriff. Was in the process of transitioning to regular status at the time I accepted appointment to the Los Angeles Police Department.

VARIOUS LAW ENFORCEMENT TRAINING (Partial)

Have made presentations for the follow organizations on the topics indicated. Detailed information pertaining to any entry is available upon request. ***Partial*** listing:

- Association of Los Angeles Deputy Sheriff's (ALADS): Credibility, Representation.
- Azusa Police Department (California): Leadership.
- California Correctional Officer's Association: Leadership.
- California Peace Officers' Association: Leadership, Audits, Promotional Preparation.
- California Polytechnic College @ Pomona: Patrol Procedures, Detective Procedures, Audits & Controls.
- California State Sheriff's Association: Leadership, Supervision.
- California Women's Police Officer Association: Supervision, Promotional Preparation.
- Clackamas County Sheriff's Department (Oregon): Leadership.
- Command Leadership Institute, Los Angeles Office of the District Attorney: Leadership.
- FBI Regional Command Colleges (various): Leadership.
- Idaho State Police: Supervision, Audits & Controls.
- Irwindale City Management Association: Leadership.
- Jefferson Parish Sheriff's Department: Leadership.
- Kenner Police Department (Louisiana): Leadership, Supervision.
- Los Angeles County Peace Officers Association (POALAC): Leadership, Supervision.
- Los Angeles Police Academy: Supervision, Leadership, Watch Commander Procedures.
- Multnomah County Sheriff's Department (Oregon): Leadership.
- National Association of Citizens on Patrol: Volunteerism & Community Policing.
- New Jersey Police Chiefs Association: Leadership.
- New Mexico NOW (DUI Investigations & Enforcement): Leadership.
- New Orleans Police Department: Supervision.
- Northfield Police Department (Minnesota): Leadership, Ethics.
- Ohio Police Chiefs Association: Leadership.
- San Bernardino County Sheriff's Department: Leadership, Supervision.
- San Bernardino Police Department: Leadership, Supervision.
- Santa Barbara County Sheriff's Department.
- United States Marine Corps Military Police (various locations): Leadership, Supervision.
- West Point Leadership Program: Leadership, Ethics.

- Wisconsin Police Chiefs Association: Leadership.
- Contra Costa Police Chiefs and Sheriffs Association: Leadership Refresher
- Wisconsin POST (Fox Valley Technical College): Leadership, Supervision, etc.
- Etc., Etc.

ORGANIZATIONAL AFFILIATIONS

- American Legion Post 361 – Life Member.
- American Veterans (AmVets) – Life Member.
- California Law Enforcement Historical Association - Board Member.
- California Peace Officers Association.
- Desert Refuge for Law Enforcement and the Military – Board Member
- Devil Pups, Inc. - Vice President.
- Employer Support for the Guard & Reserve (ESGR) - County Chairman.
- FBI-Law Enforcement Executive Development Association (LEEDA) - Member and part-time employee (instructor).
- First Marine Division Association - Life Member.
- Inland Empire Command College Alumni Association - Founder.
- International Association of Chiefs of Police (IACP) - Member.
- Los Angeles Police Foundation - Member.
- Los Angeles Police Historical Society - Member.
- Marine Corps Association - Member.
- Marine Corps Historical Association - Member.
- Marine Corps Mustang Association - Member.
- Marine Corps Reserve Association - Member.
- Marine Corps Staff & Command Association - Member.
- Marine Corps League (MCL)
- Parker Foundation (LAPD) - Member.
- San Bernardino County Sheriff's Reserves - Administrative Support Unit
- San Gabriel Valley Foster Parents Association..
- Veterans of Foreign Wars Post 8070 - Life Member.

EXECUTIVE SELECTION PROCESSES – PARTICIPANT

I have participated in scores of selection and promotional processes and examinations, including entry level, supervision, management, and executive. A *partial* listing of those executive processes for which I have been involved is provided.. Additional information and/or elaboration are available upon request.

- * Azusa Police Department - Chief of Police Selection
- * Bakersfield Police Department - Lieutenant Selection
- * Chino Police Department - Captain/Assistant Chief Selection

- * Los Angeles Police Department - Sergeant, Lieutenant and Captain Selection
- * Redondo Beach Police Department - Captain/Assistant Chief Selection
- * San Bernardino County Sheriff's Department -- Captain & Deputy Chief Selection
- * San Francisco County Sheriff's Department - Chief Deputy Selection

MILITARY SERVICE

Branch: United States Marine Corps & Marine Corps Reserve

Year Enlisted: 1961 (Nine years of enlisted service prior to commissioning).

Year Commissioned: 1970

Year Retired: 1998 (Colonel)

Personal Awards and Decorations: Legion of Merit, Meritorious Service Medal, Navy-Marine Corps Commendation Medal, Army Commendation Medal, Navy Achievement Medal, Outstanding Volunteer Service Medal, Marine Corps Good Conduct Medal. Additionally, have been awarded numerous expeditionary, overseas, service, and commendation ribbons/medals.

Assignments during Last Ten Years of Marine Corps Reserve Service:

- Head, Operations Group, I Marine Expeditionary Force Augmentation Command Element, Camp Pendleton, California 1998.
- Assistant Chief of Staff for Readiness (G-7) (Inspector General), 4th Marine Division, New Orleans, Louisiana 1995-1996.
- Assistant Chief of Staff for Operations (G-3), 4th Marine Division, New Orleans, Louisiana 1994-1995.
- Operations Officer, 4th Marine Division, New Orleans, Louisiana 1992-1993.
- Commanding Officer, 3D Air-Naval Gunfire Liaison Company, Long Beach, California 1989-1991 (Included Mobilization and deployment during the 1991 Gulf War).

FORMAL AND PROFESSIONAL EDUCATION

- General Education Development Certificate (GED) – USMC – 1962
- Associate of Arts Degree – Citrus College – 1968
- Bachelor of Science (Police Administration) – California State University, Los Angeles – 1969.
- Master of Science (Public Administration) – California State University, Los Angeles – 1976.
- California Command College – California Peace Officer Standards Commission – 1993.

Note: Have attended literally scores of law enforcement schools and courses during my career in law enforcement. Literally too numerous to enumerate. Virtually every contemporary law enforcement subject is included. Specific information available upon request.

PROFESSIONAL CERTIFICATES & LICENSES

- California POST Command College Degree dated January 1994
- POST Management Certificate #766 dated July 12, 1978
- California Life Time Community College Teaching Certificate.
- Federal Aviation Administration – Private Pilot (Single-Engine Land).
- Federal Communications Commission – Amateur Radio Station KF6UJ (Advanced Class).

WRITINGS & PUBLICATIONS

- “Taking Command.” (Leadership Series)
- “Consequences of Hiring A Weak Police Chief.” (Leadership Series)
- “Establishing & Maintaining Municipal Relationships” (Leadership Series)
- “Establishing & Maintaining Command Credibility.” Selectively distributed. March 2013. (Leadership Series)
- “Command Leadership.” Self-Publication. March, 2009
- “Ignore That Advice – Sometimes!” *FBI-LEEDA Newsletter*. January 2009
- “Establishing & Maintaining Supervisory Credibility.” Self-Published. May 2000 (Leadership Series)
- “Unusual Occurrences – Helpful Hints & Painful Lessons. (Leadership Series)
Note: Over 2,000 copies distributed thus far to the law enforcement community.
- “Expectations of a New Law Enforcement Officer.” *FBI-LEEDA Newsletter*. June 2003
- “Focus on Ethics: The Law Enforcement Oath of Honor.” *Police Chief*. With five co-authors. October 1999
- “Go That Extra Mile With A Smile.” (Police Recruiting & Backgrounds), LAPD Internal Newsletter, March 1996
- “Helpful Hints for Command Officers.” *Police Chief*, March 1999
- “Implementing A Juvenile Impact Program.” *Police Chief*. With Frank DiPaola. April 2002
- “Interoperability in Los Angeles County” (Command & Control), *APCO Magazine*, March 1988
- “Military Support to Civil Authorities.” California POST Command College, January 1993
- “Police Recruiting By Reservists at Military Installations.” (Police Recruiting), LAPD Internal Newsletter, 1986

- “Real Cops Don’t Let Their Partner’s Make Foolish Mistakes.” (Set of Posters for Law Enforcement Agencies), Image & Ethics Committee, International Association of Chiefs of Police, 2002
- “Real, Exaggerated, or False? An Identical and Powerful Approach.” (Harassment & Discrimination). Unpublished Manuscript, August 2000. Note: Used and distributed extensively in my presentations
- “Selecting a Program Manager.” Unpublished Published Manuscript which is occasionally used in my presentations
- “Setting Ethics Standards Early.” *Police Chief*, August 2000
- “Sobering Thoughts on Hiring a Police Chief.” *Public Management* (ICMA), March 2002
- “The Centurion’s Shield.” (Police History, 319 pages), co-authored with Bushey & Sherrard, Self-Published (ISBN 0-914503-05-7-hardback). 1996
- “The Innovative Utilization of Police Reserves.” Thesis in Partial Fulfillment of the Requirements for Master of Science Degree, California State University, Los Angeles, August 1976
- “Focus on Leadership: The Unproductive Police Executive.” *Police Chief*, March 1999
- “The Wrong Approach – Today’s Solution and Tomorrow’s Nightmare.” (Editorial submitted and, I believe, published in several newspapers, on issue of Racial Profiling), November 2001
- “What Makes You So Special?” *California Peace Officer*. September 1988
- “Implementing Troublesome Guidance.” *FBI LEEDA Insider* November 2012
- “Credible Decision Making.” *FBI LEEDA Insider*, December 2013
- “Chief: Are You Unduly Influenced by Strong Personalities?” *FBI LEEDA Insider*, January 2015
- “Don’t Be Deceived by the Stars on Your Collar.” Unpublished manuscript

RECENT AWARDS (Since 2000)

2003 Leadership Performance During Devastating Wildfires in San Bernardino County, Secretary of Agriculture

2006 Development of the Command Institute for Law Enforcement Executives, College Station, Texas

2009 Tom Stone Award for Advancing the Art & Science of Leadership, FBI Law Enforcement Executive Development Association

2010 Humanitarian of the Year (for adoptions long-term fostering of children), Los Angeles County District Attorney’s Office

2014 Long Term Leadership Excellence, FBI LEEDA Executive Development
Association

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January 2017