

RESUME

Robert E. Foster
2319 S. Greensferry Road
Coeur d'Alene, Idaho 83814
(208)755-2177

PROFESSIONAL EXPERIENCE

2009-present

City of Coeur D Alene Police Department; Coeur D Alene, Idaho
Code Enforcement Officer

Highlights:

- Investigate and resolve misdemeanor / infraction City Code violations in collaboration with Police Officers, other City Departments and government agencies.

2007-2008

Hagadone Hospitality Corporation; Coeur d'Alene, Idaho
Director of Security (Coeur d'Alene Resort)

Highlights:

- Served as Co-Chair of Safety Committee

2004-2007

Not Employed for Compensation; Remodeling and Managing Family Farm

1995-2004

Humboldt State University; Arcata, California
Chief of Police/Director of Public Safety

Highlights:

- Served on University Student Affairs Division Management Team
- Chair of University Crisis Consultation Team
- Manager/Trainer of Workplace Violence Prevention Program
- Chair of University Public Safety Committee
- Member of University Employment Selection Committee
- Director of University Emergency Operations Center
- Standardized Emergency Management System (SEMS) Faculty and Staff Trainer
- Instructor, CSU System-wide Critical Response Unit (Law Enforcement Ethics)

1987-1995

City of Willits; Willits, California

Chief of Police, City Personnel Director and Assistant Director of Emergency Services

1988-1995

Captain of Police/Acting Chief of Police/ Asst Director of Emergency Services
1987-1988

Highlights:

- Served on City Management Team as senior management member assisting the City Manager on a variety of City matters and functions including budget development and management, personnel selection, training, supervision and discipline, and employee contract negotiations
- Represent public safety matters at City Council Meetings, County & State forums
- Served as Acting City Manager in the absence of the City Manager
- Revised Personnel Policies and Procedures Manual, Employee Handbook and revised the City of Willits Emergency Response Plan
- Volunteer work on senior and youth activities (Founder of "Police Activities League")
- Responsible for Jail Administration

1986

City of San Pablo; San Pablo, California

Police Department Training Manager

Highlights:

- Organized department training records
- Established training priorities
- Counseled employees in career interests

1967-1987

City of Oakland; Oakland, California

Sergeant of Police, 1982-1987

Police Officer, 1967-1982

Highlights:

- Mayor's Office: Served on Mayor's Task Force on Civil Rights
- Office of the Chief of Police: Developed major in-service training program designed to measure effectiveness of department training programs including management and supervisory training
- Criminal Investigations Division: misdemeanor / felony crimes investigator
- Vice Control Division: narcotic, prostitution, gambling and bookmaking investigator; assisted in administrative investigations regarding employee conduct
- Training Division: Coordinated in-service management and supervisory training
- Youth Services Division: Supervised school and law enforcement partnership programs, e.g. Police Activities League, traffic safety, Student Attendance Review Board (SARB) and adult crossing guard unit

- Field Operations: Assigned as Field Evidence Technician responsible for processing major crime scenes including the collection and preservation of evidence
- Patrol Division: Assigned patrol duties including responding to calls for service, writing reports, enforcing state and local laws, and presenting court testimony

RELATED PROFESSIONAL EXPERIENCE

College of the Redwoods; Eureka, California

- Police Academy Instructor (Law Enforcement History, Ethics & Professionalism)
- Police Academy Advisory Committee Member

Mendocino College; Ukiah, California

- Administration of Justice Instructor (Community Relations, Patrol Procedures)
- Administration of Justice Advisory Committee

U.S. Department of Justice (International Criminal Investigative Training Assistance Program); Washington, DC

- International Police Monitor (IPM) Instructor

Highlights:

- Trained United Nations peace officers (Supervisors and Managers) from 23 different countries as International Police Monitors for "Operation Restore Democracy" in Haiti. Training emphasis on law enforcement policies, procedures and ethics & professionalism vs politics.

University of California Berkeley

- Behavioral Science Guest Lecturer (Political & Professional Issues in Law Enforcement with emphasis on media relations, current community values / expectations vs law enforcement ethics and professionalism).

University of Washington – Institute for the Study of Contemporary Social Problems

- Behavioral Science Guest Lecturer (Political & Professional Issues in Law Enforcement, with emphasis on law enforcement values) .

National Association of Police Organizations (NAPO); Washington D.C.

- Member of Ethics & Professionalism Committee
- Co-Chair of National Committee on Political Education

Peace Officers Research Association of California (PORAC); Sacramento, CA State President

- Represented 35,000 California peace officers on labor and professional issues at local, state and federal forums
- Assisted in developing legislation for law enforcement training standards including Law Enforcement Ethics & Professionalism and other professional issues. Provided representative expert testimony at State Legislature committees
- Assisted police associations in labor/management matters (contract negotiations, legal defense, etc)

- Served on Governor's Task Force on Professional Issues in Law Enforcement. Served as member of Co- Committee on New Organizational Concepts in Law Enforcement with emphasis on community values and expectations of law enforcement.
- Served as assistant to the Legislative Advocate for the City of Oakland, CA
- Served on Civil Rights Task Force for the City of Oakland, CA

FORMAL EDUCATION

Bachelor of Arts, Public Administration, University of San Francisco, San Francisco, California

Student, University of Virginia; Quantico, W. Virginia - Criminal Justice Training

Student, Contra Costa College; San Pablo, California - Administration of Justice

Student, Merritt College; Oakland, California - Police Science

Graduate, Richmond Union High School; Richmond, California

PROFESSIONAL EDUCATION / TRAINING

F.B.I. National Academy, 173rd Session; Quantico, W. VA.

P.O.S.T. (Peace Officer Standards and Training Commission) Executive Development Course; Calif. State Polytechnic Univ., Pomona, CA

P.O.S.T. Management Course; Humboldt State University, Arcata, CA

P.O.S.T. Supervisory Course; Oakland Police Department

P.O.S.T. Advanced Officer Course; Oakland Police Department

P.O.S.T. Intermediate Officer Course; Oakland Police Department

P.O.S.T. Basic Police Academy; Oakland Police Department

Worker's Compensation Executive Development Course; Calif. State Univ., Sacramento

Critical Incident Management; F.B.I. Law Enforcement Training School

Media and Management; F.B.I. Law Enforcement Training School

FEMA (Federal Emergency Management Agency) Integrated Emergency Management Course; Emmitsburg, Maryland

CSTI (California Specialized Training Institute) Standardized Emergency Management System Course; San Luis Obispo, CA

Non-Violent Crisis Intervention Course; Portland, OR

American Arbitration Association – Contract Negotiations

Critical Incident Stress Management Course

International Assoc. of Chiefs of Police – Developing Policies & Procedures

Association of Threat Assessment Professionals – Threat Management

Idaho P.O.S.T. Advanced Code Enforcement Officer

Idaho P.O.S.T. Certified Instructor (Ethics)

PROFESSIONAL AFFILIATIONS

Code Enforcement Professionals of Idaho

Coeur d Alene Police Officers Association

Idaho Peace Officers Association
California Peace Officers Association
California Police Activities League
California Police Chiefs Association
F.B.I. National Academy Associates
International Association of Chiefs of Police
Law Enforcement Chiefs Association, Humboldt
Law Enforcement Executive Development Association
National Criminal Justice Association
Mendocino County Law Enforcement Administrators Association
Oakland Police Officers Association
Peace Officers Research Association of California
National Association of Police Organizations
Willits Police Activities League
Willits Police Officers Association
American Arbitration Association
Retired Oakland Police Officers Association

1963-1969

MILITARY

United States Navy
Petty Officer, Interior Communication Electrician
Honorable Discharge