

ROBERT GAUSEPOHL

PROFILE

Law Enforcement professional with twenty three years of productive experience in directing and achieving Kauai Police Department goals and objectives.

Manager with fifteen years of experience overseeing personnel, facilities, equipment and budgets.

Leader experienced in organizing, directing, and motivating a diverse work force.

Critical thinker with strong analytical skills and problem solving abilities.

EDUCATION

Sixty three college credit hours majoring in criminal justice.

AWARDS

Officer of the Month on two occasions; 2013 H.S.L.E.O.A. Officer of the Year; 2013 Top Cop; and 2013 Kauai County Outstanding Employee.

PROFESSIONAL EXPERIENCE**KAUAI POLICE DEPARTMENT****1994 – PRESENT****Key Accomplishments:**

- Studied and analyzed the hiring policies, strategies and practices to execute the Chief's objective of filling the ranks; worked with the Chief, Deputy Chief, DPS, Psychologist, R&D Sergeant and others to develop a better and more streamlined system and coordinated implementation with positive results for sworn and civilian positions.
- Worked with the Deputy Chief and the Fiscal Officer to address financial issues which resulted in a significant budget reduction.
- Evaluated and analyzed existing contracts and procurement practices; negotiated and executed contracts including multi-term contracts resulting in better terms and significant cost savings.
- Assumed project manager duties for the public safety software implementation; coordinated appropriate personnel to evaluate existing system and available systems.
- Project manager in procuring a new public safety software system.
- Explored the possibilities and feasibility of an improved software system; coordinated with KPD personnel, Information Technology Department, and others.
- Developed and rebuilt relationships through trust and hard work; created excellent working relationships within KPD and with other departments including Finance, Purchasing, Personnel, County Attorney's Office, and with outside agencies.
- Created a professional environment of enthusiasm, teamwork, respect, integrity and Pono.

Assignments and Duties:**Assistant Chief Administrative and Technical Bureau****January 2014 – Present**

- Manage day to day operations of the Administrative and Technical Bureau.
- Oversee department hiring process including compliance with laws and best practices, background investigations, psychological screening, polygraph exams and other required tests. Ensure the best and most suitable candidates are presented for employment consideration.
- Supervision of a Captain, two Lieutenants, five Sergeants, one Officer, and twenty civilian personnel in multiple sections representing a wide variety of disciplines including research and

development, training, community relations, fiscal, personnel, records, AFIS, evidence, abandoned and derelict vehicles and fleet maintenance.

- Responsible for 1.6 million dollar budget including monitoring and ensuring the proper use of the bureau's overtime budget.
- Serve as a committee member for the enhanced 911 board and advocate for KPD to receive funding and resources.
- Oversee the storage and distribution of firearms, ammunition, badges, portable radios and accessories, uniforms and equipment.
- Research, create, manage and approve statistical data and reports.
- Negotiate, write and execute contracts, invitations for bid and other procurements.
- Encourage occupational growth and morale; develop and implement strategies to foster commitment and desire in achieving department goals and objectives within the guidelines of the Department's mission statement and standard of conduct.

Captain / Acting Captain Administrative and Technical Bureau **2013 – 2014**

- Assist Acting Assistant Chief by managing personnel in the Administrative and Technical Bureau.
- Responsible for the hiring process, studies, reports, contracts and procurement as mentioned above and assigned.
- Re-establish relationships and trust in the bureau and within and outside KPD.

Lieutenant / Acting Captain Administrative and Technical Bureau **2012 – 2013**

- Responsible for the hiring process as mentioned above.
- Create and approve studies, statistical data and reports.
- Procure equipment and other items as assigned.

Acting Lieutenant and Sergeant Traffic Safety Section **2006 – 2012**

- Manage and direct personnel.
- Successfully oversee complex criminal cases involving vehicular homicide investigations and serious injury vehicle crashes.
- Coordinate reports, evidence and testimony with the Office of the Prosecuting Attorney.
- Investigate and secure grant funding for training and equipment.
- Develop operational plans for major civic events while ensuring public safety.
- Assisted in the creation, implementation and updating of new citations and Motor Vehicle Accident Reports.
- Created and updated the Court calendar and traffic law reference guide specific to Kauai.
- Ensure recruit and in service traffic related training was up to date and in compliance with federal, state and local standards.
- Participate in Shattered Dreams, Junior Police Officer program, car seat checks and other community events.

Patrol Sergeant / Detective **2002 – 2006**

Traffic Investigator **2001 – 2002**

Patrol Officer **1995 – 2001**

Acting Sergeant Evidence **1994 – 1995**

Recruit / Patrol Officer **March 1994 – October 1994**