

David E. Brunckhurst, JD, SPHR

EDUCATION:

Thomas M. Cooley Law School, Lansing, MI	Juris Doctorate	September 2002
Webster University, Webster Groves, MO	Master of Arts, Legal	May 2003
Redlands University, Redlands, CA	Master of Arts, Mgmt	January 1998
Pepperdine University, Malibu, CA	B.A. Psychology	December 1980
Patten Bible College, Oakland, CA	B.S. Religion/Ministry	June 1971

EMPLOYMENT:

**The Evergreen State College Police Department
Olympia, WA**

May 2019 to Present

Chief of Police/Director Police Services

Responsibilities: Manage the Police and Parking Services at the Evergreen State College campus; and, Emergency Management function, including being Director of EOC. Member Washington State Criminal Justice Commission Revocation Panel.

**University of Southern California, Department of Public Safety
Los Angeles, CA**

Sept 2010 to 2018

Lieutenant, Administrative Bureau

Responsibilities: Responsible for the management of the IACLEA/CALEA Accreditation program for the USC-Department of Public Safety; including review and revision of General Orders (Policies & Procedures); risk management issues within GOs; and, alignment with IACLEA/CALEA & CA law enforcement standards; including those specific to Campus LE, including Clery Act requirements.

- Watch Commander and special events supervision as assigned
- Resource for regulations, policies, procedures, and new or amended laws and techniques – best practices – for law enforcement
- Consult for legal issues related to: filing policies and procedures; labor relations; management-organizational structure; and, complaint investigations and Constitutional Policing
- Develop new and revised policies and procedures necessary to maintaining best practices in law enforcement, community safety and community relations; including Constitutional Policing
- Conduct, and advise on, personnel investigations as assigned
- Coordinate and maintain liaison with outside law enforcement agencies and community organizations

Brunckhurst Consulting

Sept 1996 to 2016

Consultant/Attorney

Responsibilities: Consulted and provided long-term services in the areas of: Law Enforcement management, policies, procedures and labor relations; as well as private industry related to human resource management, employee/labor relations, contract negotiations, contract construction, supervision, training and development.

Principle Accounts:

Exposition Park, Los Angeles, CA

Assistant Chief – Department of Public Safety (TAU-Temporary)

Responsibilities: Contracted for:

- Review compliance with state laws, regulations, policies and procedures
- Management/Change Management recommendations
- Identify training needs and make recommendations: coordination of Department training; Ensuring all training needs are met based on policies and procedures; and, in accordance with POST standards
- Conduct and evaluate processes for all internal and other complex/sensitive investigations
- Acting Incident Commander for all field and administrative functions
- Liaison with allied agencies, gather intelligence information, perform/recommendations security assessments

Whirlpool Corporation, Benton Harbor, MI

Law Department, Dispute Resolution Group

Responsibilities:

- Negotiate settlements in mediations, arbitrations and lawsuits; and prepare settlement documents
- Direct and conduct change impact analysis of the Maytag merger as relates to the Claims and Litigation units from Maytag; analyzing the data collected and recommending appropriate actions
- Apply problem-solving and conflict resolution methods and in negotiations and employee relations matters
- Advice and liaison in legal matters, including Canada, Mexico, and Europe, out of Dublin Ireland

DaimlerChrysler Corporation, Indianapolis Foundry.

Contracted to support, including HR/LR from OSHA safety to discipline administration and LOA negotiations toward maintaining maximized production during the change/shutdown process that was scheduled over two years. Provided advice and direction for senior plant management as a member of the management team.

Responsibilities/Accomplishments: Lead negotiator. Negotiated with suppliers and union to facilitate shut-down schedule; including reduced excess inventory of 60% resulting in below budget excess at shut-down; and, approximately 13 exception side letter agreements to the contract (UAW Local) to facilitate operational needs and reduce excess manpower from fixed budget (20% reduction); resolved approximately 25 grievances locally

- Applied problem-solving and conflict resolution methods and techniques in labor relations, grievances and operational needs that required modified LOAs
- Developed and implemented an organizational vision related to safety and labor relations in the face of the plant's scheduled closing, resulting in support from the union side toward achieving a 78% improvement
- Advised management on making determinations regarding interpretation and application of agreements
- Developed training programs for staff regarding labor relations policies, proper practices in grievance investigation and resolution, and various negotiating strategies and the relative strengths and weaknesses resulting in early resolution, and contributed to reducing 3rd step/arbitrations to zero for last 10 months

Los Angeles Police Department, Los Angeles, CA

Jan 1973 to Sept 1996

Principal experience:

- Recruitment, including interview and selection of candidates
- Training & Development, including curriculum development
- Detective, including filing of misdemeanor and felony complaints; search & arrest warrant affidavits
- Personnel evaluation, including evaluation/revision of forms
- Supervision, including discipline, and application of policies/procedures; field operations (including crime scene management, barricaded suspects, officer involved shootings, and civil disturbances)
- Counseling, ADR, conflict resolution, team building
- Commended for organizing, staffing, planning, directing, controlling and managing (Los Angeles Police Commission)
- Uniform field operations supervision; including crime scenes, barricaded suspects and officer involved shooting investigations; and EOC Executive Officer, including 1984 Olympics & citywide incidents

Sergeant II, Officer-in-Charge.

Planning & Research Division, Manuals & Orders.

Mar 1988 to Sept 1996

Accomplishments:

- Developed revised performance evaluation form with emphasis on identifying leadership and self-motivation traits for promotion potential and succession planning; implemented department wide
- Developed new strip-search policy in response to case law resulting from civil rights law suit and aimed at eliminating future liability; implemented in jails department wide
- Developed new sexual/gender harassment policy to eliminate potential future liability and expand policy on internal workplace behavior; implemented department wide
- Supervised officers' research and writing of new and revised Department wide policies and procedures.

Police Commission. Sergeant II, Officer-in-Charge

Dec 1985 to June 1987

Accomplishments: (See Police Commission letter)

- Recruited, interviewed, hired, and developed staff members and direct reports
- Assessed legal implications, designed, staffed, trained, managed special project audit unit for sensitive \$3.5M risk value matter that resulted in retention of 90% at risk funds
- Developed new records management and tracking system for Police Commission; implemented

Sergeant I, Uniform & Administrative Supervisor

June 1982 to Dec 1985

Uniform Divisions and Communication Division.

- Community relations, including public meetings and representation of LAPD at those meetings
- Develop and champion crime prevention presentations and programs, including “safe communities”
- Divisional crime analysis and development of response and long range pro-active, tailored responses
- Personnel assessment, mentoring, coaching and career development, including PIP plans where needed
- Establish and build collaborative relationships internally and externally to accomplish mutual goals

General duties and responsibilities in various assignments:

- Provided HR guidance and support to leadership including department employee relations administration, resulting in better alignment between union and management and reduced Board of Rights hearings in more than 200 disciplinary matters
- Provided leadership, supervision, guidance, mentoring and training to various levels within the department, including use of “verbal-judo” techniques to defuse dispute/confrontational situations and facilitate resolution, resulting in reduced personnel complaints and reduced injury on duty incidents
- Engaged in talent management and team building resulting in regular turnover due to promotions/ managed succession processes
- Contributed to Budget planning and management
- Developed effective work teams and motivated individuals to meet goals and objectives in the most effective and efficient manner possible, including demonstrations of independent discretionary effort (e.g. Central crime unit, Police Commission, Planning & Research Division)
- Reviewed and analyzed organizational operations for compliance relative to department policies and procedures. Identified problems and directed the formulation of solutions, advised senior management of findings, methods, and recommended corrective actions resulting in more than 250 policy revisions
- Performed analysis and assessment of employee performance; making recommendations for improvements and career development of individuals and classes of employees; which led to the redesign of the department performance evaluation form

SPECIALIZED TRAINING / CERTIFICATES / CREDENTIALS /ACCOMPLISHMENTS

Multiple, including:

Michigan Bar # P62240

CA State Techniques of Teaching Certificate

CA State Teaching Credential (supervision & management)

CBA Negotiations

Law Enforcement Risk Based Management Certificate (LAPD & Assn of Local Gov Auditors)

ADR/Dispute Resolution

Crisis Intervention

Effective Communications

CA POST: Multiple.

WA CJTC: Equivalency Certificate; Peace Officer Commission Certificate

- Editor-in-Chief, Cooley Law Journal; Business Manager, Cooley Law Journal.
- Commissioner, Cooley Law School Innocence Project
- Internships: 6th Circuit Court of Appeals (Hon. Richard F. Suhrheinrich)
Detroit News, Legal/Labor
 - Developed negotiation strategies (management side) for upcoming negotiations
 - Investigated and prepared responses to grievances at 2nd and 3rd step
 - Conducted EEO complaint investigations and prepared responses