

James D. Steffens

30 Years of Law Enforcement Experience / 21 Years of Supervisory Experience

Blackhawk/Vista Outdoor

Special Operations Division/Business Development Law Enforcement

January '19 to Present

National Law Enforcement Special Operations Division Representative assigned to work directly with Federal, State and local law enforcement agencies and develop progressive relationships between Blackhawk, distributors, vendors and the law enforcement communities. Special focus on problem solving and proactive visioning as it relates to public safety industry methodologies.

Dana Safety Supply, Inc. (FL)

Tactical Sales Representative

July '18 to January '19

Florida state-wide tactical sales representative assigned to work directly with Florida based State and local law enforcement agencies.

Pasco Sheriff's Office (FL)

Command Staff Member - Patrol

May '16 to March '18

Captain of District I Patrol Operations responsible for full service patrol duties in Pasco County District I. Commanded approximately 115 agency members to include Patrol Deputies, Patrol Corporals, Patrol Sergeants, Patrol Lieutenants, Administrative Operations Lieutenant, Property Crimes Detectives, Property Crimes Sergeant, volunteers and administrative support staff. Provided media briefings and demonstrations at the direction of Sheriff. Provided lectures and demonstrations to Sheriff's Citizen Academy, West Pasco Chamber of Commerce, Pasco Rotary Clubs and various business and citizen groups. Senior Captain of agency at time of March '18 transition.

Pasco Sheriff's Office (FL)

Command Staff Member – Special Operations

October '13 to May '16

Captain of Special Operations Division responsible for all high liability specialized sections and units of the Pasco Sheriff's Office. Division consisted of Special Weapons and Tactics (SWAT), Marine Enforcement, K-9 (Tracking, Explosive Ordinance Detection, Narcotics Detection), Agriculture Crimes Unit, Aviation (Fixed Wing and Helicopter), Motors Unit, Special Incident Response Team (SIRT), Special Events (Dignitary, Concerts, Parades), Volunteer Program, Off-Duty Detail Program, Traffic Enforcement Team. Provided mutual aid assistance to Pasco County Municipal agencies and surrounding counties. Provided media briefings and demonstrations at direction of

Sheriff. Presented lectures and demonstrations to Sheriff's Citizen Academy, West Pasco Chamber of Commerce, Pasco Rotary Clubs and various business and citizen groups.

Pasco Sheriff's Office (FL)

Chief of Forensics – Criminal Investigations

March '13 to October '13

Chief of Forensics, responsible for all processing of crime scenes in Pasco County as well as provide mutual aide assistance to four municipal agencies. Sworn supervisory position overseeing civilian Forensic Investigators, Latent Print Examiners, volunteers and civilian support staff.

New Port Richey Police Department (FL)

Chief of Police

May '11 to March '13

Chief of Police of the progressive municipal agency charged with overseeing all law enforcement operations for a city of 16,000 and an annual operating budget of approximately \$7,000,000. The agency is the largest municipal agency in Pasco County with 40 sworn staff supported by 25 non-sworn staff providing wide ranging public safety service and community policing to the city. Appointment to Chief of Police began in December of 2011 after first serving as second in command from May to December.

Pasco County Sheriff's Office (FL)

Unified SWAT Commander

June '11 to May '16

Special Weapons and Tactics Team (SWAT) Commander for the uniquely formed Unified SWAT Team comprised of Pasco County Sheriff's Office and City of New Port Richey Police Department SWAT personnel. Responsible for overseeing all High Risk situations and Proactive/Reactive missions requiring the expertise of SWAT. Staffing consisted of Tactical Operators, Detention/Corrections T.A.C.T. Operators, Crisis Management Team (CMT) Negotiators, Trauma Surgeons and Tactical Fire/Rescue Medics. The specialized abilities of SWAT include the mitigation of Hostage/Barricade situations, High Risk Warrant/Fugitive service, Dignitary Protection details and all other authorized critical incidents.

Florida Bullet, Inc. (Clearwater, FL)

Tactical Sales Representative

May '10 to May '11

Florida state-wide tactical sales representative assigned to work directly with Florida based State and local law enforcement agencies.

St. Petersburg College: Center for Public Safety Innovation (CPSI), Multi-jurisdictional Counter Drug Task Force (MCTFT) & Regional Community Policing Institute (RCPI)

(St. Petersburg, FL)

July '98 to Present

Instruct internationally, nationally, state-wide and locally on various disciplines such as Suicide Prevention for Law Enforcement Officers, Community Orientated Policing, Problem Orientated Policing, Surveillance Techniques/Tactics and the Mt. Everest Climbing Wall Challenge.

Federal Eastern International Corporation (St. Petersburg, FL)

Managing Director – Product Sourcing and Development

January '09 - July '09

Worked with a Private Sector team consulting and developing tactical lines of equipment for military and law enforcement end users.

Clearwater Police Department (Clearwater, FL)

October '88 - January '09

Served in ever-increasing rank and responsibilities as a police Officer, Supervisor and Commander, providing professional law enforcement services to a resort destination city of 150,000, employing parochial Community-Oriented Policing techniques and programs; Retired with Full Service/High Risk Pension (20 Years).

Clearwater Police Department (Clearwater, FL)

Commander: Patrol Division - District I

October '08 - January '09

Lieutenant in charge of all patrol operations serving the city's two island communities. This world class beach orientated District is a highly desired mix of high Socio-economic residential, tourist and related service industry. Supervised seven Patrol Squads (23 Officers), each led by a Patrol Sergeant. There were approximately 80 civilian employees of various assignments under my command.

Clearwater Police Department (Clearwater, FL)

Commander: Patrol Division - District II

May '06 - October '08

Lieutenant in charge of all western main-land Patrol operations. Supervised 11 Patrol Squads (78 Officers) each led by a Patrol Sergeant.

Clearwater Police Department (Clearwater, FL)

Commander: Special Operations Section

December '01 - May '06

Lieutenant in charge of a variety of specialty teams: Special Weapons & Tactics Team (SWAT), the multi-platoon Emergency Response Team (ERT); the K-9 Teams, School Resource Officers, the Off-Duty Officer Program, the AmeriCorps (COPS) Program and CPD's Civilian Volunteer Program; threat assessed, planned, organized, commanded or oversaw Special Events in city to include dignitary details, professional sporting events, concerts, parades, races, civil disorders and celebrations.

Clearwater Police Department (Clearwater, FL)

Supervisor: Office of Professional Standards

January '00 - December '01

Served as a Detective Sergeant overseeing the operations of the Personnel & Training Unit; Responsible for recruitment, hiring and retention of all personnel.

Clearwater Police Department (Clearwater, FL)

Supervisor: Patrol Division - North Greenwood Neighborhood Patrol

August '97 - January '00

Assigned as a Specialty Patrol Sergeant supervising a Community Policing Team working directly with the businesses and residents of North-West Clearwater employing Community Policing Problem Solving and Partner-shiping ideology.

Clearwater Police Department (Clearwater, FL)

Investigator: Criminal Investigations Division

May '92 - August '97

Assigned as a Detective in Robbery/Homicide Unit ('94 - '97) and the Burglary/Grand Theft Unit ('92 - '94).

Clearwater Police Department (Clearwater, FL)

Uniformed Officer: Patrol Division

October '88 - May '92

Assigned as a Patrol Officer. Worked in various capacities, including as a Community-Oriented Policing specialist with the North Greenwood Neighborhood Patrol ('89 - '92), as a Zone Patrol Officer ('88 - '89). Selected to and served on CPD's SWAT Team ('91 - January '09).

Schooling, Training and Recognition

Adjunct Instructor

August '98 - Present

St. Petersburg College Center for Public Safety Innovation (CPSI)

Multi - Jurisdictional Counter Drug Task Force Training (MCTFT)

Regional Community Policing Institute (RCPI)

Department of Justice (DOJ) training and specialized instruction to Sworn and civilian law enforcement personnel on Bureau of Justice Administration (BJA) topics ranging from Suicide Prevention for Law Enforcement Officers, Surveillance Operations, Community Orientated Policing, Community Orientated Problem Solving & The Mt. Everest Rock Climbing Experience. Travel locally, nationally and internationally providing various disciplines of instruction.

Education

- Bachelor of Arts Criminal Justice – Saint Leo University
- 74th University of Louisville Southern Police Institute (SPI) Graduate
- Florida Sheriff's Association Commanders Academy Graduate
- Pinellas Vocational Technical Institute – Police Academy Graduate

Note: I have accrued more than 4,000 hours of certified law enforcement training ranging from instructor certifications, criminal investigations, threat assessments, special and high risk event planning, Special Weapons and Tactics (SWAT), Incident Command Systems (ICS) and supervisory/command/leadership courses.

Awards/Commendations:

2016 74th University of Louisville Southern Police Institute (SPI) – *Class President*
2008 Fraternal Order of Police Lodge # 10 – *Supervisor of the Year*
2005 City of Clearwater’s Bi-Monthly Team Award
2002 Fraternal Order of Police Lodge # 10 – *Supervisor of the Year*
2001 Fraternal Order of Police Lodge # 10 – *Supervisor of the Year*
2001 Chief’s Unit Citation Award (SWAT)
1999 Fraternal Order of Police Lodge # 10 – *Supervisor of the Year*
1999 Masonic Lodge # 127 – *Police Officer of the Year*
1999 Clearwater Explorer Post # 31 – *Instructor of the Year*
1999 Fraternal Order of Police Lodge # 10 – *Officer of the Month*
1994 Clearwater Bar Association’s - *Gold Badge Award*
1992 North Greenwood Neighborhood Patrol - *Chief’s Unit Citation Award*
1992 Orange County Sheriff’s Office SWAT School - *Best Team Award*
1992 Chief of Police: *Letter of Recognition*
1988 Chief of Police: *Letter of Recognition*
1988 Pinellas VoTech Police Academy Class #100 – *Unarmed Defense Award*

Associations/Memberships/Community Involvement:

2017 to Present St. Petersburg College Public Policy and Administration Advisory Committee – Board Member
2013 - 2016 Pasco-Hernando Community College Technical Advisory Committee (Criminal Justice) – Board Member
2012 - 2016 Rasmussen College Advisory Committee - Board Member
2012 - 2013 Criminal Justice Information Systems (CJIS) – Board Member
2011 - 2013 Florida Police Chief’s Association (FPCA) – Member
2011- 2013 International Association of Chiefs of Police (IACP) - Member
2011 to Present Guest Speaker/Presenter at variety of engagements
2004 - 2012 Leadership Pinellas (*Alumni*)
1991 – 2018 National Tactical Officers Association (NTOA) - Member
1991 – 2018 Florida SWAT Association - Member
1991 – 2008 Florida Police and Fire Annual Games - Competitor
1983 - 2002 Light of Christ Catholic Church - Alter Server/Usher/Parish Member)

(Rev. 10/20)