



LAW ENFORCEMENT PROFESSIONAL

PROFILE

Effective law enforcement professional responsible for the command of the uniformed operations divisions, and previous command of criminal investigations and internal affairs in an accredited police department. Proven innovative organizer and community builder. Exceptional follow-through abilities and excellent management skills. Strong qualifications in crisis management, budgeting, training, resource management, public safety, labor relations, and emergency response. Excellent in major crimes investigations and problem-solving skills; able to oversee projects from concept to conclusion. Confident public speaker with experience in classroom delivery of masters' level curriculum.

AREAS OF EXPERTISE

- ◆ Crisis management
 - ◆ Strategic Planning
 - ◆ Teaching/Mentoring
 - ◆ Criminal Investigations
 - ◆ Emergency Management
 - ◆ Internal Affairs Investigations
 - ◆ Community Development
 - ◆ Verbal and Written Communications
 - ◆ Courtroom Testimony
 - ◆ Labor Relations
 - ◆ Organizational Leadership
 - ◆ Uniformed Patrol Operations
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EXPERIENCE

South Brunswick Police Department - (1990 - Present)
Captain - Operations Command - (November 2017 - Present)
Detective Lieutenant - Investigations Commander - (July 2013 - November 2017)
Internal Affairs Commander - (July 2013 - Present)
Lieutenant - Patrol Commander - (2006 - 2013)
Detective Sergeant - (2004 - 2006)
Patrol Sergeant - (2003 - 2004)
Detective - (1995 - 2003)
Juvenile Detective - (2/1995 - 9/1995)
Patrol Officer - (January 1990 - February 1995)
Instructor NJ State Police Chief's Command and Leadership Academy (2012 - Present)
South Brunswick Police Incident Commander - Hurricane Irene, Hurricane Sandy, multiple major incidents.

MANAGEMENT

- Command uniformed Divisions of approximately 70 Officers
 - Command investigative personnel, school resource officers and support staff.
 - Command Patrol Division of over 50 Officers
 - Command Internal Affairs function - Office of Professional Standards
 - Evaluate and optimize the performance of patrol officers on all shifts
 - Managed major crime, narcotics, and vice investigations.
 - Lesson plan development and implementation, and instruct NJ State Chief's Command and Leadership Academy (Masters level curriculum)
 - Develop department budgets and innovative approaches to cost savings.
 - Develop and implement department policies and procedures
 - Chair numerous agency committees including technology, budget, forfeiture, rules and regulations, promotional, and policy development.
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LEADERSHIP

- Planned and implemented disaster response and recovery plans during several hurricanes and significant storm events.
- Developed and implemented numerous OEM appendix functions
- Instructor NJ State Chief's Command and Leadership Academy.
- Represented the Department as Intelligence Liaison with the Middlesex County Prosecutor's Office.
- Represented the Department as Internal Affairs Liaison with the Middlesex County Prosecutor's Office.
- South Brunswick Incident Commander, developing and coordinating plans for police related incidents.
- Develop and implement agency policies and procedures.
- Command and lead the agency's largest divisions of over 65 Officers
- Command and Lead the agency's Criminal Investigations Division
- Command the agency's Internal Affairs function.

DISTINCTIONS

- Graduate of the NJ State Chief's Command and Leadership Academy
- High Academic Honors Recipient - NJ State Chief's Command and Leadership Academy
- Seven Exceptional Service Medals, Two for Armed Confrontations
- Township Resolution honoring largest undercover narcotics seizure in Dept. history
- Numerous Honorable Service Awards
- Middlesex County Police Academy/ Academic Excellence Award
- Numerous letters of commendation.
- Technology, Budget, Policy, and Forfeiture Committee Chairman - South Brunswick Police Department

ADDITIONAL EXPERIENCE

East Brunswick Soccer Club Executive Board - Vice President of Travel Division, VP of Girls Recreational Division, Purchasing, and Referees (1995 - 2010)
Cittone Institute, Edison NJ - Instructor, Dept. Head Computer Repair (1986 - 1990)
NJ State Chief's Assoc. Command and Leadership Academy - Instructor (2011 - Present)
Old Bridge Volunteer Fire Dept. (1980 - 1985)
United States Marine Corp - (1976 - 1980)

EDUCATION

MS, Public Administration, Fairleigh Dickinson University, 2014
BA, Public Administration, CJ Concentration, Fairleigh Dickinson University, 2011
Certified-New Jersey Police Executive Institute, NJ Association of Chiefs of Police
Certified New Jersey State Police Advanced Homicide Investigations
NJ State Chiefs of Police Command and Leadership Academy - 2011

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PROFESSIONAL MEMBERSHIPS

- New Jersey State Fraternal Order of Police
- New Jersey State Policeman's Benevolent Association.
- New Jersey Internal Affairs Investigator's Assoc.
- United States Soccer Coaches Assoc.
- US Soccer Referee Assoc.

COMMUNITY SERVICE and COMMITTEES

- East Brunswick Township Recreational and Travel Soccer Coach
- East Brunswick Soccer Club Executive Board Member
- East Brunswick Soccer Club Tournament Director
- East Brunswick Fire District 1 Volunteer Firefighter
- South Brunswick Citizen's Police Academy - Instructor
- South Brunswick Junior Police Academy - Instructor
- South Brunswick National Night Out Incident Commander
- South Brunswick Auxiliary Officer's Academy - Instructor

EDUCATION

Doctoral Program (E.L.M.P.) Seton Hall University, enrolled

Comprehensive Exam scheduled for October 23, 2020

Educational Specialist Degree (E.L.M.P.) Seton Hall University, May 2019

Masters of Arts (H.R.T.D) Seton Hall University, August 2017

Bachelor of Arts (Criminal Justice) Rutgers University, May 2008

Ocean County College (Associates in Science), August 1995

Teachers Assistant Rutgers University, 2007-2008

EXPERIENCE

1. Franklin Township Police Department 1999- present

Current Assignment- Juvenile Detective Bureau 2008- present

School Resource Officer (S.R.O.)

Gang Resistance Education and Training (G.R.E.A.T.) Instructor

Instruct Prevention Classes at all schools in Franklin Township K-12

Police Department Liaison to the Municipal Alliance

Law Enforcement Club Franklin Middle School

Instructor at Ocean County Police Academy

2. Raritan Valley Community College 2019- present

Adjunct Professor- Business and Public Service Department

Scheduled to Teach Introduction to Criminal Justice Fall 2020

Career Fair Table as Franklin Township Police Representative

Guest Lecture- Criminal Justice Club

Guest Lecture- Juvenile Justice Class

PROFESSIONAL MEMBERSHIPS

Delta Kappa Gamma (DKG) MU Chapter- Alpha Zeta State N.J.

Kappa Delta Pi (KDP) Xi Gamma- Seton Hall Chapter

RECENT NOTABLE FACTS

Lifesaving Award 2016- The American Heart Association

2016 Commendation- Franklin Township Council, and Franklin Board of Education

Professional Certifications:

Active Shooter Instructor

School Safety Specialist,
N.J.D.O.E.

Methods of Instruction

Intro. To Teaching N.J.D.O.E.

School Resource Officer

Gang Resistance Education
and Training Instructor

Field Training Officer

First Aid, CPR, and AED

F.B.I. Defensive Tactics
Instructor

D.E.A. Drug Diversion

Sex Crimes Investigation

Cultural Awareness &
Competency

Autism Recognition and
Response for Law Officers

Drug Trends: Weeding Out
the Hype

Enhanced Threats and Risk
Assessment Department of
Homeland Security





EXPERIENCE

NEWARK POLICE DEPARTMENT NEWARK, NJ | *Internship* – Consent Decree Division | Present
Background Check Completed

- Assess, analyze, revise consent decree general orders, quarterly and annual reports
- Assist in preparing memos along with appropriate exhibits for Director of Newark Police Department concerning personnel complaints
- Facilitate public forums with community members regarding police policies addressed in consent decree reforms

KEAN UNIVERSITY UNION, NJ | *Graduate Assistant* – Cyber Security Center | 2017 – Present

- Developing and distributing appropriate intellectual content faculty, students, and external circulation
- Drafting and editing of manuscripts as well as presentations for faculty
- Compiling and reviewing academic research utilized by faculty as it pertains to relevant criminal justice topics
- Preparing accurate and prompt reports based on data analysis

DEPARTMENT OF HOMELAND SECURITY | *Voluntary Liaison* | 2017 – Present

- Direct communication source between TSA Canine Decoy Coordinator and Kean University student volunteers
- Provide support to TSA agents by organizing and scheduling necessary decoys for K-9 drills
- Coordinate, interview, and vet students to participate in TSA K-9 Unit training
- Brief student volunteers on their role as decoys
- Work alongside the TSA K-9 Handlers to execute canine explosive odor testing

DEPARTMENT OF HOMELAND SECURITY UNION, NJ | *Internship* – TSA | Fall 2017
SF-86 Background Check Completed

- Shadow the various federal government personnel positions related to TSA operations
- Assist with maintaining and preparing the office tasks and projects

KEAN UNIVERSITY UNION, NJ | *Criminal Justice Instructor* – EOF Program | Summer 2017

- Establish a foundation for students to understand the basic concepts of the criminal justice system
- Prepare and provide instructional methods to maximize student comprehension
- Employ appropriate teaching and learning strategies using instructional technology
- Facilitate presentations and recommended readings to promote active learning

KEAN UNIVERSITY UNION, NJ | *Internship* – Cyber Security Center | Spring & Fall 2016

- Establish course guidelines as well as selecting appropriate text
 - Coordinating and developing wireframe for Cyber Center webpage
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SOURCE4TEACHERS PERTH AMBOY, NJ | *Substitute Teacher (K-12)* | 2014 – 2016

- Instruct classroom while adhering to school's policies, goals, and procedures
- Manage student and classroom behavior to remain on task with lesson plan requirements

SECURITAS SECURITY EDISON, NJ | *Security Officer (S.O.R.A. certified)* | 2012 – 2013

- Monitor, detect, and prevent all signs of potential threats to ensure safety of personnel
- Maintain daily logs of personnel, equipment, and machinery

EDUCATION & ENRICHMENT

NATHAN WEISS GRADUATE COLLEGE - KEAN UNIVERSITY UNION, NJ | 2017 – Present
Masters in Criminal Justice

KEAN UNIVERSITY UNION, NJ | 2014 – 2016 | GPA 3.95 *Summa Cum Laude*
Bachelor of Science in Criminal Justice & Minor in Public Administration

MIDDLESEX COUNTY COLLEGE EDISON, NJ | 2012 – 2014 | GPA 3.98
Associates Degree in Criminal Justice – Police Science

RELEVANT COURSEWORK

Justice and Police Power | Philosophy of Punishment | Criminology | Information Technology
Contemporary Social Problems | Statistics for Criminal Justice | Public Administration
Intergovernmental Relations | Probation and Parole | Criminal Procedure
American State & Local Political Systems | Justice and Human Rights | Police Operations
Constitutional Law | Comparative Criminal Justice Systems | Diversity and Criminal Justice
Juvenile Delinquency | Substantive Criminal Law | Research Methods in Criminal Justice

CERTIFICATIONS & TRAINING

Cybersecurity Readiness Certificate – Kean University Cybersecurity Center | 2018

FEMA Training | IS-00906 Workplace Security Awareness | 2018

FEMA Training | IS-00907 Active Shooter: What You Can Do | 2017

New Jersey Notary Public | 2017 – 2022

CPR/AED Certification | 2017 – 2019

Substitute Teacher Certification | 2014 – 2020

Security Officer Certification (S.O.R.A.) | 2011 – 2013

COMMITTEE INVOLVEMENT

Full Professor Promotion Committee | Kean University | October 2018

Managing Assistant Director Interview Panelist | Kean University | April 2018

Dean of Nathan Weiss Graduate College Search Committee | Kean University | December 2017

LANGUAGE PROFICIENCIES

English, Arabic, and Sign Language



COMPUTER COMPETENCIES

Microsoft Office Suite: (Excel, PowerPoint, Word, and Access)
Social Media Platforms
SPSS Software
Website Wireframing

PROFESSIONAL AFFILIATIONS

Academy of Criminal Justice Sciences (ACJS)

CLUBS AND ASSOCIATIONS

NJ Stars Program, Middlesex County College and Kean University
Dean's List, Middlesex County College and Kean University
Alpha Phi Sigma National Criminal Justice Honor Society, Kean University
Epsilon Epsilon Omega Honor Society, Kean University
Lambda Alpha Sigma Honor Society, Kean University
Pre-Law Society Executive Board Member- *Parliamentarian*, Kean University
Alliance of E.O.F. Students of NJ, Kean University
Criminal Justice Club, Kean University
KeanSAFE Program, Kean University
Miss Arab USA Beauty Pageant 2011

VOLUNTEER WORK

AmeriCorps State and National
TSA K-9 Operation Decoy
Circle of 8 Mentor Program
SPAN Big Brother/Big Sister Project
Red Cross Blood Drive Coordinator
File Clerk at Raritan Bay Hospital

ADMINISTRATION / OPERATIONS / TRAINING LEADER, STRATEGIST & ACHIEVER

Over 25 years of experience in operations, security, training, and law enforcement leadership, including multiple Director-level positions. Portfolio of achievements includes developing top-notch security and training programs, facilitating million-dollar savings, and building an entire unit from scratch. MBA.

OVERVIEW:

- A safety and security visionary with planning, procurement, installation and management experience.
- Offer a significant leadership and management background, including supervision of a 350+-member team.
- Excel in handling large, complex sets of responsibilities, including those involving extensive community interactions.
- Highly respected trainer, mentor, and leader who motivates diverse employees to reach their top performance levels.
- Maintain effective balance between strategic, long-term planning and day-to-day, mission-critical task management.

PROFESSIONAL EXPERIENCE

Director of Security, Howell Township Public Schools, 2013 – Present

Oversee all security and safety related systems and policies in a public school district of 12 schools of 6300 students and 900 faculty. Developer and reviewer of all policies and procedures within the district. Identifies potential security and safety concerns and develops implementable solutions. Ensures compliance with all state laws and regulations for school security and drills. Conducts security related training for staff.

- **Security Officers Registration Act (SORA) certified.**
- **Facilitator of best practices of the National Incident Management System (NIMS) and Incident Command System (ICS) throughout the district.**
- **Conducted threat and vulnerability assessment in order to establish priorities, strengths and weaknesses for the district.**
- **Project manager of a \$400,000 of security upgrades to include installation of a high definition IP camera system, fortified entry, emergency notification and access control systems.**
- **Coordinated the standardization of all school security protocols and procedures.**
- **Implemented the Incident Command System within the district to include all senior administrators.**
- **Responsible for the procurement, implementation, maintenance, repair and upkeep of all access control systems, security cameras and emergency notification devices.**

NEW JERSEY STATE POLICE – West Trenton, NJ – 1988-2013

Executive Director (Deputy Troop Commander), New Jersey Turnpike & Garden State Parkway, 2012-2013

Oversaw 6 stations that cover 120 miles of the NJ Turnpike and 172 miles of the Garden State Parkway (Troop D). Supervised team of 350 in a 24x7 environment as the 2nd highest-ranking leader (report to the Chief Executive/Troop Commander). Continually analyzed situations and made decisions that affect safety, productivity, and other issues. Addressed and resolved problems on a daily/weekly basis. Managed proactive police activity affecting 250,000+ citizens each year. Ensured compliance with legislative and constitutional matters for search and seizure, arrest, patrol, and off-duty conduct. Planned and administered \$60 million budget.

- **Contributed to an approximate \$4.5 million annual cost savings by reducing number of individuals and positions assigned to Troop D operation by 50, with a minimal effect on public safety.**

- **Facilitated 14% decrease in automobile accidents by implementing Crash Reduction Programs; instituted a Crime Reduction Program that lowered the number of quality-of-life crimes in rest areas as well as a targeted program that addressed the issue of armed robberies at the toll plazas.**
- **Developed and implemented Staff Inspection protocol that ensured compliance with all rules and regulations throughout all 6 stations. Created schedule and submitted forms to ensure program accountability.**
- **Selected by upper management to be Team Leader of New Jersey State Police Review Team in their review of the New Jersey Human Services Police. Worked with team of 4 Subject Matter Experts in analyzing Executive Management, Mid-Level Management, Organizational Structure, Police Practice Tactics, and Procedures & Training. Authored 35 page report presented to the Attorney General and Governor of New Jersey.**

Director (Commander), Office of State Governmental Security, 2011-2012

Managed security services, protocols and procedures for all state-owned buildings, including the New Jersey State House and the New Jersey Judiciary Building. Directed team of 250 civilian guards and 50 sworn members. Planned and administered \$9 million annual budget. Coordinated activities with multiple agencies and public interest groups at numerous demonstrations. Collaborated with the Attorney General on regulatory and constitutional matters.

- **Served as Incident Commander for single largest NJ State Police deployment in response to the rally of the National Socialist Movement (a violent anti-Semitism group). Led training for 600 troopers and created a tactical plan that attracted national attention as a model for this type of deployment.**
- **Instituted "sick time" capturing policy and procedure that required unit supervisors to document absences within the team. Identified and mitigated abuses of sick time, raising accountability and decreasing absenteeism significantly.**
- **Served as Incident Commander for response to Occupy Wall Street movement in Trenton, NJ, with full responsibility for safety of movement members who set up camp on the State House grounds for over 100 days. Liaised between State Police, state legislators, and Office of the Attorney General. Balanced between rights of protesters and protection of state property.**

Assistant Director (Assistant Bureau Chief), Operations Safety Bureau, 2009-2011

Oversaw daily operation of Highway Traffic Safety Unit, Fatal Accident Investigation Unit, Safe Passage Corridor Unit, Victim Services Unit, Delaware River Joint Toll Bridge Commission, and School & Traffic Safety Unit (57 members total).

- **Earned commendations from upper management on RADAR equipment initiative involving the replacement of aging RADAR equipment and the subsequent training of 1,500 team members. Opened up bidding process, narrowed field to 2 companies, leading to eventual \$250,000 initial purchase order and subsequent similar purchases over a 5-year period. Project was used as a template for the proper acquisition of new equipment.**
- **Developed protocol for disbursement of \$1 million in annual federal grant monies for traffic-related overtime details based on size of requesting agency and past performance. Created a more equitable system as a result.**

District Manager (Section Administrative Officer), Field Operations Section, 2007-2009

In charge of all daily functions and activities for branch with 4 divisions and ~1,500 team members, preparing memoranda on behalf of the Commanding Officer regarding various subjects. Facilitated collaborations with other sections, represented Field Operations in absence of the Commanding Officer, and managed collection, classification, and forwarding of reports.

- **Wrote policy that led to complete rewrite of Promotional Recommendation Process, with the Field Operations Section signified as the only one with its own PRP. Gained reputation as Subject Matter Expert in this area.**
- **Designed, developed, and created Microsoft Access database that keeps track of all transfers in and out of section, providing top-level managers with accurate, current, and relevant information.**

SELECTED ADDITIONAL POSITIONS:

Instructor, Class Coordinator and Curriculum Design, Training Bureau – Selected to lead complete redesign of entire pre-service curriculum of New Jersey State Police (18-month process), resulting in development of new curriculum to encompass ~105 training days (curriculum continues to be used today). Created testing system to improve instruction.

EDUCATION & CREDENTIALS

Master of Business Administration (2012): COLORADO STATE UNIVERSITY – Fort Collins, CO

Bachelor of Arts in Psychology: WEST VIRGINIA UNIVERSITY – Morgantown, WV

Training: Security Officers Registration Act (SORA); ICS 100 (Intro to ICS); ICS 100SC (Intro to ICS for Schools); ICS 200 (ICS for Single Resources); ICS 700 (Intro to NIMS); ICS 800 (National Response Framework - An Intro); ICS 907 (Active Shooter; What You Can Do); Crystal Reports Design I, II, and III; Implementing the Return on Investment Process.