

JOHN M. PERNA

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PROFILE

Attorney at Law with vast, relevant law enforcement background. Skilled mediator and negotiator with remarkable acumen in business matters. Background and experience include: municipal court practice; compliance; contracts; employment and labor law; wills, trusts and estates planning; business formation; and residential real estate transactions.

BAR ADMISSIONS

State of New Jersey (November 28, 2007)

U.S. District Court for the District of New Jersey (December 3, 2007)

State of North Carolina (December 5, 2014)

EDUCATION

J.D., New York Law School, New York, NY, 2006

Rank: 15/53, Top 29%, Part-time Division Rank

Honors: Dean's List Spring 2005

M.A., Education, Seton Hall University, South Orange, NJ, 1993

Honors: Kappa Delta Pi Honor Society (Final Cumulative GPA 3.88)

B.A., General Studies, University of Maryland, College Park, MD, 1987

Honors: 4 Year Athletic Scholarship

LEGAL & LAW ENFORCEMENT EXPERIENCE

LAW OFFICE OF JOHN M. PERNA,

SOLE PRACTITIONER, CARY NC

SOLE PRACTITIONER, Marlboro, NJ

February 2015 – Present

July 2008 – January 2014

Practice includes providing the following services:

- Municipal Court Practice
- Small Business formation and consultation on contracts, reorganization, debt restructuring, risk management and corporate compliance
- Non-Profit Formation and Governance
- Employment and Labor Law Consultation with Emphasis on Public Employment Contracts as it relates to Terms and Conditions of Employment
- Wills, Trusts and Estates Planning and the Preparation and Execution of Associated Documents
- Real Estate Practice Representing Buyers and Sellers in Residential Transactions

TOWNSHIP OF MAPLEWOOD POLICE DEPARTMENT, Maplewood, NJ

CAPTAIN/ADMINISTRATIVE COMMANDER

June 2012-December 2013

Appointed to Captain by Governing Body to help manage organization of 60 sworn officers and civilian staff of 40. Organize, direct, and control staff and resources of the Department to accomplish its mission of preserving the peace, protecting persons and property, and enforcing local, state and federal laws.

Responsibilities include policy development, control, supervision, program implementation, and effective delivery of police services to the community. Oversee employees' job performance with responsibility for selection, performance evaluation, training, and discipline of the department's staff. Provide oversight to state and federal grant programs of +\$200K and help manage Department budget of \$8M. Served as third in command of department reporting directly to Chief of Police with responsibility for day-to-day police department operations as well as these functional duties:

Employee Relations/Internal Affairs Commander

- Employee Relations Officer responsible for recruiting, hiring, training and evaluating staff. Coordinate, investigate and adjudicate all internal and external complaints and supervisory actions against officers of the department and civilian support personnel.
- Human resource duties include the investigation and resolution of complaints based on discrimination, disability and family leave statutes as well as more routine work place issues such as citizen complaints, workman's compensation investigations, chronic absenteeism, substance abuse and mental health matters to name a few. Continually consulted with and worked along side township officials, administrators, union representatives, and private practice attorneys to successfully resolve these issues at the lowest possible level to the betterment of the department and employee alike.
- Manage the department's grievance process as it relates to alleged violations of public employment contracts (and the terms and conditions of employment they represent) from informal resolution whenever possible up to and including the formal resolution of charges of Unfair Labor Practices before the New Jersey Public Employment Relations Commission.
- Review high risk officer actions to ensure compliance with state, county and departmental guidelines concerning such matters as the use of force, vehicular pursuits, etc.
- Coordinate all criminal investigations against police officers with Attorney General's office and county prosecutor.

Executive Manager of Nationally Recognized Law Enforcement Accreditation Program

- Direct and supervise hard earned accreditation approval by NJ State Chiefs of Police Association utilizing nationally recognized CALEA standards.
- Established permanent process of continual self evaluation, commitment to "best police practices" through development of improved policies and procedures and efficient use of resources to improve the workplace environment for employees and delivery of services to the public.
- Created stake holders in program to ensure compliance through team building and by encouraging department-wide involvement.

Communications/911 Operations Commander

- Oversee 911 call center dispatching police, fire and EMS. Call center also all provides radio communications to first responders. Call center takes in over 9,000 E-911 calls per year, 70,000 calls on administrative lines and dispatches over 33,000 calls for service per year.
- Maintain certification requirements for 911 function and assigned operators.
- Assist in developing procedures for coordination with outside regional communication center for fire services.

Public Information Officer

- Provide media outlets and public at large with information regarding department operations and issues of community interest in compliance with Open Public Records Act (OPRA) and state privacy regulations.

Technical and Other Services

- Oversee and manage Information Technologies Section including all computer operations and Criminal Justice Information Systems (NCIC/SCIC).

Special Event Coordinator

- Provide safety and security plans for all special events hosted within the Municipality.
- Coordinate activities with event organizers.
- Provide public with safe, incident free events attended by as many as 5,000 people.
- Ensure route safety and road closures for movie, TV Shows and commercial filming as well as for town ceremonies and street fairs.

LIEUTENANT, INVESTIGATIONS DIVISION COMMANDER

July 2011-June 2012

Investigative Division Commander with supervisory responsibility for all criminal investigations of adult and juvenile offenders. The Investigative Division is comprised of the Adult Investigations Bureau, Juvenile Investigations Bureau, Tactical Street Crimes Unit, Criminal Intelligence Unit and Criminal Records Division.

LIEUTENANT, ACCREDITATION MANAGER

January 2010-July 2011

Turned around a failed program that stalled and missed its previously extended deadline.

- Developed/modified 100 policies and procedures to ensure compliance with 112 standards with sub-parts of nationally recognized best police practices.
- Demonstrated to accreditation assessors that the department was in compliance during onsite inspections.
- Engaged outside experts to lend creditability to program and buy-in from personnel.
- Established training programs on new policies/procedures for all employees

LIEUTENANT, SHIFT COMMANDER

July 2006-January 2010

Shift Commander responsible for police and civilian employees under my command to comply with established standard operating procedures, attorney general guidelines, prosecutor directives, federal and state statutes, departmental rules and regulations, and case law decisions. Other assignments include supervisor for all municipal 9-1-1 operations and compliance with related state and federal telecommunication and privacy laws; Field Training Supervisor responsible for training police recruits; and Compliance Officer for state and federal criminal intelligence information database standards.

SERGEANT*JULY 2000 – July 2006*

First line supervisor responsible for directing on-scene police/emergency services personnel in response to public safety incidents as they unfold. Additional duties included grant writing, overseeing in-house computer operations and firearms procurement and training.

- Drafted three competitive grants, awarded \$430K in total by the U.S. Department of Justice, to fund placement of police officers at schools and innovative mentor program for at-risk kids.
- Supervised seamless conversion of Records Management Software; included research, purchase, planning, and implementation of a Dispatch and Records management system.
- Conducted background investigations.

DETECTIVE*February 1996 -July 2000*

Responsible for conducting and coordinating criminal investigations of crimes committed by adult offenders including homicide, rape, robbery, kidnapping, arson, assault, burglary, computer & internet related crimes, fraud, auto theft and narcotic sales. Prepared and served search warrants relating to these investigations; high percentage of these cases resulted in arrests and successful prosecutions.

- Served as voting member to National White Collar Crime Center, a national clearing house for high tech crimes.
- Implemented property/evidence control system.
- Appointed by Chief of Police to Strategic Planning Committee.
- Recipient of 34 letters of appreciation from the Essex County Prosecutor for Investigations, which led to the identification, apprehension and successful prosecution of criminal defendants.

PATROLMAN*August 1988 – February 1996*

Responsible for community policing duties including rapid response to crimes, accident investigation and traffic enforcement. Served as Field Training Officer responsible for teaching patrol tactics to police recruits.

TEACHING EXPERIENCE

ESSEX COUNTY COLLEGE, Newark, NJ**ADJUNCT PROFESSOR***September 2002 to May 2003*

Teacher of college level courses in Criminal Justice. Responsibilities included developing course content, providing instruction to students in accordance with college policy and procedure, administering exams, evaluating students, and providing students with career field resources.

COMPUTER SKILLS

Proficient in Microsoft Office