

# Jeffrey G. Gale

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## Skills

Supervise and provide physical security for large venues and events, including schools, stadiums, airports, and government officials

Develop and implement security trainings for professional teams

Skilled at various interview and interrogation methods, including under-cover surveillance (FBI), micro-expressions analysis, and defensive and police survival tactics

## Professional Experience

**New Jersey State Department of Education    Security Specialist    12/2014 - present**

- Develop NJ Department of Education School Security Symposiums, and present them to 3,500+ school administrators and security and law enforcement officers
- Conduct approximately 150 unannounced lockdown drills throughout the state
- Coordinate efforts of NJ Governor's School Security Task Force as assigned Staff Support
- Participate in trainings in multi-hazard planning for schools, developing high-quality emergency operations plans, behavioral threat assessment concepts, and handling bomb threats

**New Jersey State Department of Education    Special Investigator    1/2012 – 12/2014**

- Identify, investigate, and report violations of state law, within a public school, over a 4 year period; results in the resignations of both the principal and vice principal
- Formulated investigative procedures, refined investigative plan, and completed first successful investigation in state of breaches of standardized elementary school tests.

**NJ State Police Office of Prof. Standards    Bureau Chief/Super    6/2010 - 12/2001**

- Supervise staff inspection and management review units
- Collaborate with NJ Office of Law Enforcement Professional Standards, and the Office of the Attorney General, to streamline the adjudication process, resulting in a 30% reduction in case backlog
- Conducted risk analysis of related law suits to mitigate the impact of civil litigation on the Division.

**NJ State Police Office of Prof. Standards    Ass't Bureau Chief/Super    9/2008 - 6/2010**

- Supervise three regional units, comprised of thirty-six investigators, in investigating and resolving incidents of misconduct alleged against members of the Division
- Refine review process for completed investigations sent to the Office of the Attorney General
- Initiate trend analysis to identify cycles in conduct detrimental to the Division
- Develop and administer investigative training

## **Education**

M.S., Homeland Security      Fairleigh Dickinson University, Teaneck, NJ      Anticipated 2018  
B.S., Marketing      Fairleigh Dickinson University, Teaneck, NJ      1985

### **Please see below for full list of trainings:**

Criminal Investigations Course  
Interview and Interrogation Course  
Internal Investigations Course NJ Office of Attorney General  
Sexual Assault/Crisis Intervention Course  
High Technology Crime and Cyber-Fraud Investigations School  
Under-cover Surveillance School (FBI)  
NJ State Police Instructor Course  
Firearms Instructor Course  
Breathalyzer Operator's Course  
Driving While Intoxicated Course  
Motor Vehicle Accident Investigation Course  
Advanced Accident Investigation Course  
Rifle Instructor Course  
Micro-expressions Seminar  
Advanced and Executive Leadership Training  
Defensive and Police Survival Tactics School  
Basic and Advanced Firearms Tactics School

\*Obtained certifications as Range-master, Firearms Instructor, and Rifle Instructor.

While working for the Department of Education, I have received training and attended courses in Behavioral Threat Assessment (US Secret Service), Active Shooter Response, Emergency Operations Planning, Readiness and Emergency Management for Schools, Incident Command for Schools, and Bomb Threat Response.

While with the State Police I received extensive training in conducting criminal, internal, high technology crime and cyber-fraud investigations, defensive and police survival tactics, and basic and advanced firearms tactics, interview and interrogation methods, under-cover surveillance operations (FBI), micro-expressions, and advanced and executive leadership training. Fulfilled responsibilities of Range-master during firearms qualification training of Division members and obtained certifications as Firearms Instructor, and Patrol Rifle Instructor.

Since retiring, I have received extensive training in areas related to school safety and security including Active Shooter Response, Multi-Hazard Emergency Planning for Schools, Readiness and Emergency Planning for Schools, Incident Command for Schools, Threat Assessment and the Prevention of Targeted Violence in Schools, and Understanding and Planning for School Bomb Incidents.

## **JEFFREY G. GALE**

### *Biographical Statement*

Jeffrey Gale retired from the New Jersey State Police as Bureau Chief assigned to the Office of Professional Standards in 2011, at the rank of Captain. At the time of his retirement he was the executive staff member responsible for resolving all criminal, administrative and performance related complaints against members of the New Jersey State Police, working closely with the Office of the Attorney General. During his tenure as Bureau Chief, he supervised five units responsible for receiving and classifying complaints, making disciplinary recommendations, conducting inspections and audits to ensure members acted in compliance with Division policies, procedures, and rules and regulations, and performed risk analysis of law suits to mitigate the impact of civil litigation on the Division.

During his tenure with the State Police, he was also Assistant Bureau Chief of the Internal Affairs Investigation Bureau, determining investigative strategy and directing the efforts of all investigators assigned throughout the state. He spent 18 years in a variety of uniformed assignments including as a Squad Supervisor managing Troopers assigned to patrol related activities and as Unit Head of the Construction/Incident Management Unit for the NJ Turnpike. He received numerous letters of commendation from the Office of the Attorney General regarding outstanding criminal arrests and seizures of cash, narcotics, and weapons.

He provided security for governmental officials including presidential, gubernatorial, and legislative details, provided and supervised Office of Homeland Security details at Newark International Airport, Oyster Creek Nuclear Plant, and other sites designated as critical infrastructure, and also provided and supervised physical security for large venues/events including on and off field security at Giants Stadium, Byrne Arena, and Rutgers Stadium for NFL, NHL, collegiate sporting events and concerts

Over the course of his career he served as an Adjunct Instructor for the New Jersey State Police Academy providing instruction in police leadership and supervision, police professionalism, and State Police internal and disciplinary procedures, has developed and provided training for members of the Division as well as for outside law enforcement agencies, and served as Field Training Liaison for the Office of Professional Standards.

He has received extensive training in numerous areas including conducting criminal, internal and administrative, high technology crime, cyber-fraud, cargo theft, and advanced motor vehicle accident investigations. Additionally he has received training in interview and interrogation methods, under-cover surveillance (FBI), micro-expressions analysis, defensive and police survival tactics, sexual assault/crisis intervention methods, basic and advanced firearms tactics, and advanced and executive leadership training. He obtained certifications as New Jersey State Police Academy Instructor, Range-master, Firearms Instructor, Rifle Instructor, and is a certified SORA instructor.

He was appointed as a representative of the Superintendent of the State Police to the Re-enlistment Review Board, assisting in making determinations as to whether probationary Troopers should be permitted to continue in their employment with the State Police, and also as a member of the New Jersey State Police Awards Selection Committee, reviewing and selecting nominees for the highest awards bestowed upon members by the Office of the Superintendent.