

# C U R R I C U L U M V I T A E

**JOHN A. CAMPANELLA, SHRM-SCP**

302-893-7687

John@CampanellaConsulting.com

---

## **PROFESSIONAL SUMMARY**

A law enforcement and human resources professional retired after 32-years from the Delaware State Police at the rank of Captain, serving the last four years as the Director of Human Resources, with a career that included increasingly responsible roles and achievement in the areas of: Policy/Procedure Development; Human Resource Management; Compliance Monitoring; Internal and External Investigations; Training/Development; Program and Project Management. Executive level leadership and managerial experience exercised in both direct supervision and in a project/ team environment.

Excellent academic preparation – received Summa Cum Laude honors while earning undergraduate and master’s degrees as an adult student.

---

## **EXPERIENCE**

CAMPANELLA CONSULTING GROUP – *President and Founder* 2016 – Present

Conducting confidential workplace and internal investigations, executive pre-employment background investigations, and training. John Campanella is an expert law enforcement witness and subject matter expert specializing in policy and procedure, hiring/retention, discipline/performance, accreditation, and project management. Licensed Private Investigator- State of Delaware.

COMMISSION on ACCREDITATION for LAW ENFORCEMENT AGENCIES – *Assessor*  
2014 – Present

Part time assessor conducting compliance monitoring and inspections of law enforcement agencies seeking accreditation or re-accreditation.

*The Commission on Accreditation for Law Enforcement Agencies, Inc. is a credentialing authority, based in the United States, whose primary mission is to accredit public safety agencies, namely law enforcement agencies, training academies, communications centers, and campus public safety agencies.*

GUARDIAN ALLIANCE TECHNOLOGIES, INC. – *Business Development Consultant*  
Apr 2019 – Jan 2023

Developing sales leads from the law enforcement industry for the client who provides a software platform solution standardizing the pre-employment background and investigative process. (www.GuardianAllianceTechnologies.com)

***Significant Accomplishments***

- *Developed and implemented a highly progressive Fatigue Management Policy and Plan. This was innovative within the law enforcement profession and reduced the state’s exposure to related potential litigation.*
- *Implemented an effective web-based Special Duty scheduling program which significantly improved efficiency and transparency while delivering \$150,000 in annual cost savings in the first year. Took what was a contentious function, with the internal perception of favoritism and political decision-making and made it a transparent, fair system.*
- *Developed and successfully implemented strategies which optimized hiring and testing of quality recruits to accommodate growth and consolidation.*
- *Drove the successful process which resulted in numerous Meritorious Re-accreditations with the Commission on Accreditation for Law Enforcement Agencies (CALEA).*
- *Chaired five command staff working groups revising the Division’s policies and procedures. This was a major undertaking, involving the review, revision and finalization of 1,200 pages of content.*
- *Played a leading role in creating the Governor’s Task Force, which had the ability to convene high level professionals across all state agencies to provide focus on a specific problem within the state. The concept proved itself highly successful, and this task force remains in effect today.*
- *Obtained Delaware's first "no-knock" search warrant after making application for warrant to the Deputy Attorney General and a Superior Court Judge based on “exigent circumstances.” This was the first such warrant granted in the State of Delaware.*
- *Award winning Trooper receiving numerous commendations, recognition, and awards throughout career.*

DELAWARE STATE POLICE – ***Rank and Positions*** (in order of recency)

1986 – 2017

***Captain – Director – Human Resources*** (4 years)

Report directly to the Administrative Major. Manage 12 Troopers and 19 Civilian employees. Provide oversight for the recruitment, pre-employment investigations, hiring, retention, and separation of all sworn and civilian employees, cadet and explorer programs, polygraph unit, interns, activity sheets and payroll.

***Captain – Director – Headquarters Planning & Research Section; Inspections & Accreditation*** (3 years)

Reported directly to the Deputy Superintendent. Commanded two administrative divisions responsible for researching, reviewing, writing, and implementing statewide policies, procedures and strategies. Identified, developed, and led statewide projects to meet changing business needs. Conducted internal investigations. Worked closely with the Executive staff. Commanded the Inspections Office responsible for the meritorious re-accreditation.

***Lieutenant – Acting Troop Commander – Patrol Troop 9 (1 year)***

Managed 38 Troopers and three civilian employees in a dual managerial capacity to provide police services 24-hours a day. Interacted with local businesses to protect critical infrastructure from acts of terrorism. Served as liaison with community leaders.

***Lieutenant – Inspections Officer – Office of Professional Responsibility (4 years)***

Served as the Division’s Accreditation Manager leading the State Police through two successful meritorious re-accreditation processes.

***Lieutenant – Special Projects Manager – Headquarters Intelligence Unit (1 year)***

Member of the team which established the newly created Delaware Information and Analysis Center. Secured federal grant monies through a funding partnership with Citizens Corps. Deployed personal protective equipment to 625 Troopers.

***Lieutenant – Assistant Director – Headquarters Traffic Control Section (1 year)***

Managed ten troopers assigned to the statewide Commercial Motor Vehicle Enforcement Unit. Provided indirect management of eight civilian employees. Acted in the capacity of Director in his/her absence.

***Sergeant – Supervisor – Special Investigations Vice Unit (5 years)***

Led the statewide unit investigating prostitution, gambling, adult entertainment, public corruption, child pornography, pedophiles, on-line child predators, and developed and presented Internet Safety Seminars for area school groups.

***Detective – Special Investigation Statewide Drug Unit (6 years)***

As an undercover drug investigator, managed long-term multi-agency drug trafficking investigations. Gained extensive knowledge in the use of wire taps, electronic surveillance, evidence preservation, Obtained Delaware's first "no-knock" search warrant.

***Patrol Trooper – Patrol Troop 6 (7 years)***

Consistently led the troop in measurable standards of quality and productivity.

---

**EDUCATION AND PROFESSIONAL DEVELOPMENT**

WILMINGTON UNIVERSITY – Wilmington, Delaware

***Master of Science in Management, Organizational Leadership, 2015***

*Summa Cum Laude*

***Bachelor of Arts, General Studies, 2001***

*Summa Cum Laude*

FBI NATIONAL ACADEMY – Law Enforcement Executive Leadership – 239<sup>th</sup> Session – Certificate in Law Enforcement accredited by University of Virginia – September 2009.

UNIVERSITY OF DELAWARE – Criminal Justice Leadership Institute – 1998

VILLANOVA UNIVERSITY – Professional Human Resource Management Certificate – May 2015

---

## LICENSES AND CERTIFICATIONS

- Licensed Private Investigator- State of Delaware
  - Senior Certified Professional – Society for Human Resource Management
  - Former Certified Instructor – State of Delaware Council on Police Training
- 
- 

## PROFESSIONAL AFFILIATIONS

State of Delaware Commission on Adult Entertainment Establishments – Appointed Member in October 2020 by Governor John Carney, first term expires August 2023

Adjunct Faculty – Goldey-Beacom College, Wilmington, Delaware; August 2021 to Present, *Introduction to Criminal Justice*

Mill Creek Fire Company, Marshallton, Delaware, *Volunteer Firefighter*, 2005-Present

FBI National Academy Associates, Maryland-Delaware Chapter, *Executive Board Past President*, 2012-2017

FBI National Academy Associates, *Member* 2009-Present

\*Co-Chair FBINAA 2017 Annual Conference, July 2017, Washington DC

Delaware State Police Museum and Education Center, *Board of Directors (former)*

Delaware State Police Diversity Council, *Member (former)*

Guardian Alliance Technologies, *Advisory Board Member*, January 2019 – Present

International Association of Chiefs of Police (IACP), (2013 – 2021); *Secondary Employment Working Group*, February 2019.

Delaware Safety Council, *Board Member*, November 2022 – Present

---

---

## ADDITIONAL ACADEMIC AND PROFESSIONAL TRAINING

1. Delaware State Police Academy Basic Training - 448 hours to include:
  - a. Arson Investigations
  - b. Auto Theft
  - c. Crimes Against Persons
  - d. Crimes Against Property
  - e. Death Investigations
  - f. Fraud
  - g. Gambling
  - h. Minor Crimes
  - i. Robbery Investigations
  - j. Sex Crimes
  - k. Charting and Drawing
  - l. Constitution and Bill of Rights
  - m. Courtroom Procedures
  - n. Criminal Code
  - o. Drug Identification and Investigation
  - p. Field Notes and Crime Scene Reporting
  - q. Handling Abnormal Behavior
  - r. Identification and Records
  - s. Interview and Interrogation
  - t. Juvenile Offenders
  - u. Laws of Arrest
  - v. Laws of Evidence
  - w. Notes and Maintaining Notebooks
  - x. Organized Crime
  - y. Photography
  - z. Preservation of Crime Scene
  - aa. Report Writing
  - bb. Accident Investigation (Basic and Advanced)
2. Delaware State Police Academy Advanced Training
  - a. Search Warrant Execution
  - b. Officer Survival
  - c. Handling Confidential Informants
  - d. Major Case Management
  - e. Pedophile Investigations
  - f. Cultural Diversity
  - g. Electronic Wiretap Procedures
  - h. Technical Surveillance
  - i. Project Management
  - j. Internal Affairs Investigations
  - k. Field Training Officer
  - l. Background Investigators Course
  - m. Certified Instructor Course
  - n. Vehicle-borne Terrorism Awareness
  - o. Islamic Terrorism Familiarization
  - p. Gambling and Drugs

- q. Use of Force
  - r. Risk Management
  - s. Mental Health
  - 3. United States Department of Justice
    - a. Drug Enforcement Agency
      - i. Basic Narcotics and Dangerous Drug Law Enforcement
      - ii. Asset Forfeiture
      - iii. Federal Bureau of Investigation, Post Blast Investigator
    - b. Department of Military Affairs
      - i. Dynamic Entry Class
      - ii. Marijuana Eradication
    - c. Office of the United States Attorney
      - i. Street/Urban Drug Interdictions
  - 4. United States Department of Homeland Security Emergency Management Institute (FEMA)
    - a. Managing Civil Actions in Threat Incidents (MCATI) Protestor Devices
    - b. WMD: Incident Management & Unified Command
    - c. Port & Vessel Security for Public Safety and Maritime Personnel, AWR-144
    - d. National Incident Management System to include:
      - i. ICS-100, ICS-200, ICS-300, ICS-400, IS-700, IS-800, IS-546, IS-547, L-960
  - 5. Delaware Emergency Management Agency
    - a. Command and General Staff Functions
    - b. Leadership and Influence
  - 6. Law Enforcement Mobile Video Institute
    - a. Mobile Video Instructors Course
  - 7. ODV Incorporated
    - a. Senior Instructors Narcotic Identification Course
- 
- 

### **PUBLIC SPEAKING, PUBLICATIONS, AND TRAINING SEMINARS**

- 8. Bucks County Police Training Center, Conducting Effective Pre-Employment Background Investigations, April 2023
- 9. Recruiting and Retention during Challenging Times Webinar, November 18, 2020, Wisconsin Department of Justice
- 10. Pre-Employment Background Investigation Technology Webinar, October 20, 2020, PoliceOne.com Sponsored Content
- 11. Publication: How to Enhance Your Police Department's Recruiting Efforts and Hire the Best Candidate – October 8, 2020; PoliceOne.com; Sponsored Content
- 12. Publication: The silver lining: Why it's time to fish for candidates – May 22, 2020; PoliceOne.com OpEd
- 13. Missouri Police Chief's Association Command College, Conducting Effective Pre-Employment Background Investigations, February 2020
- 14. Missouri Police Chief's Association Command College, Police Fatigue, February 2020

15. National Water Resources Association Annual Conference Houston, Texas, Respectful Workplaces, November 2019
16. Bucks County Police Training Center, Conducting Effective Pre-Employment Background Investigations, October 2019
17. FBI National Academy Associates California Chapter Re-Trainer, Police Fatigue, September 2019
18. United States Marine Corps Police Commanders Course, Mitigating Police Fatigue, August 2019
19. Missouri Police Chief's Association Command College, Conducting Effective Pre-Employment Background Investigations, April 2019
20. Leveraging Technology to Expedite Your Hiring Process, Guardian Alliance Technologies-FBI National Academy Webinar, March 2019
21. Missouri Police Chief's Association Command College, Police Fatigue, February 2019
22. Goldey Beacom College, Character Matters, February 2019
23. FBI National Academy Associates Alaska Chapter Re-Trainer, Police Fatigue, December 2018
24. Goldey Beacom College, Character Matters, November 2018
25. Chester County Pennsylvania Public Safety Training Academy, Conducting Effective Pre-employment Background Investigations, October 2018
26. Delaware Public Employer Labor Relations Association (DELPELRA), Workplace Investigations, October 2018
27. Recognizing The Right Police Candidate, InTime.com Webinar, September 2018
28. Police Fatigue Part 2: How Fatigue Impacts Performance, September 2018
29. Police Fatigue: Why We Need To Change The Culture, August 2018
30. International Association of Chiefs of Police Annual Conference, Philadelphia, Police Fatigue, October 2017
31. Southwestern Illinois Law Enforcement Commission, Police Fatigue, October 2017
32. FBI National Academy Associates New Jersey Chapter Re-Trainer, Police Fatigue, October 2017
33. FBI National Academy Associates Georgia Chapter Re-Trainer, Police Fatigue, January 2017
34. Delaware State Police, Background Investigations, 2014, 2015, 2016, 2017
35. BASF, Personal Safety, October 2016
36. University of Delaware, Leadership Ethics, October 2013
37. Delaware State Police, Pedophile Investigations, Vice Investigations, 2005, 2006, 2007
38. Wilmington University, Pedophile Investigations, May 2005
39. Wilmington Friends School, On-Line Child Predators and Internet Safety, April 2005
40. Delaware State Police, Undercover Investigations, Handling Confidential Informants, 1993, 1994