

JOHN PALLAS

6339 Charlotte Pike #596 Nashville, TN 37209
JPallas@ProFirstTraining.com 888-477-2526 Ext.700

Police Hiring & Background Investigations Expert

Areas of expertise

Police hiring practices; pre-employment background investigations; negligent hiring; negligent retention; background investigation failures; public safety selection standards; ADA / FCRA, Title VII compliance in police hiring.

ProFirst Training and Consulting, LLC, Director

April 2017- Present

- Provides national consulting, training, and investigative services to law enforcement agencies
- Responsible for the oversight of all training and law enforcement government contracts
- Manage a team of 48 retired and active law enforcement officers conducting government contract work
- Develop state approved law enforcement training courses- continuing education
- Developed POST-certified background investigation training curriculum (multiple states)
- Interact with chiefs of police and command staff throughout the country to provide consulting services
- Retained as a consultant in matters involving police hiring practices and background investigations

State of Tennessee, Deputy Chief of Police – Alcoholic Beverage Commission

Dec 2017-April 2019

- Lead police command staff, 32 special agents, 20 regulatory officers and clerical staff throughout the state
- Managed law enforcement and compliance operations statewide, annual budgets and training
- Developed, updated and reviewed law enforcement policies and procedures
- Supervised internal affairs bureau, background investigations bureau and training department
- Served as the Public Information Officer

Newport Beach Police Department

June 1997- Nov 2017

Detective, Special Investigations Unit

- Assisted internal affairs bureau with civil liability investigations
- Conducted confidential fraud investigations
- Conducted confidential political corruption investigations
- Designated intelligence gathering detective and maintained intelligence files in compliance with federal laws

Detective, Orange County Regional Narcotics Suppression Program

- Worked on a multi-jurisdictional task force with FBI, DEA, IRS investigators
- Wrote and executed state and federal search warrants
- Directed a team of investigators; 2 fixed-wing aircraft, a wire intercept room, and confidential informants
- Collaborated with Assistant U.S. Attorneys and Deputy District Attorneys on a regular basis
- Testified before state and federal grand juries

Training Officer / Investigator / Master Officer, Patrol Division

- Conducted yearly personnel evaluations and reviewed critical policy sections with reserve officers
- Trained new full-time officers as a Field Training Officer (4,000 hours) and supervised probationary officers
Also, completed daily and monthly personnel evaluations
- Conducted training classes for law enforcement personnel
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EDUCATION

California State University, Long Beach
B.S. Criminal Justice: Law Enforcement

Long Beach, CA
August 1992