



# THEODORE L. BREMER, JR.

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**CAREER PROFILE:** Versatile and accomplished professional with expertise in law enforcement, legal services, accreditation, and advocacy. As the owner of Bremer Paralegal, LLC, I deliver tailored advocacy for students with autism, provide paralegal services for criminal and tort cases, and consult CALEA-accredited agencies to ensure compliance. As a co-founder of The Rodgers Group, LLC, I led law enforcement agencies in policy development and risk assessments, and I achieved accreditation, scaling these services nationally as a senior accreditation policy writer at Lexipol. With a proven ability to navigate complex regulatory requirements, I specialize in strategic thinking, policy development, and advanced data analysis. Committed to lifelong learning excellence, I hold a Master degree and I am pursuing a second; in addition to earning two graduate certificates, all earned with a 4.0 GPA. Recognized for operational excellence, leadership in mentorship, and a goal-driven mindset, I excel at fostering compliance, equity, and continuous improvement across diverse sectors.

## CORE COMPETENCIES

- Strategic Thinking and Analytical Problem-Solving
- Exceptional Written and Oral Communication
- Time Management and Prioritization
- Independent and Collaborative Work Skills
- Goal-Driven and Results-Oriented Mindset
- Operational Excellence and Process Improvement
- Technology Integration and Cybersecurity Awareness
- Lifelong Learning and Academic Excellence (4.0 GPA)
- Resilience, Adaptability, and Perseverance
- Advanced Research Methodology and Data Analysis
- Leadership in Mentorship and Talent Development
- Continuous Learning and Professional Development
- High-Level Policy Development and Compliance Expertise
- Client Relationship Management and Stakeholder Engagement

## PROFESSIONAL EXPERIENCE

HOLTEC SECURITY INTERNATIONAL (HSI), JUNE 2024 TO PRESENT

### DIRECTOR OF PUBLIC SAFETY ACCREDITATION and SENIOR MANAGER OF PUBLIC SAFETY SOLUTIONS

- Directed the company's mission to become a regional public safety accreditation provider, reimagining service delivery.
- Integrated artificial intelligence into daily operations to enhance efficiency, accuracy, and the quality of work products.
- Researched, qualitatively reviewed, managed, and authored all police department policies for the City of Camden, New Jersey.
- Researched, reviewed, and authored operational policies for security companies, including those with national security interests.
- Researched, designed, and authored bid proposals for a variety of clients and services.
- Developed and implemented the company's mission, vision, and values into a cohesive social media and website sales campaign.

BREMER PARALEGAL, LLC, APRIL 2024 TO PRESENT

### Owner, Paralegal, and Autism Advocate for Students

- As the owner of a multifaceted paralegal practice, I provide personalized advocacy services for students with autism and neurological disabilities by guiding families through IEPs and 504 Plans, collaborating with schools to secure equitable accommodations, and delivering workshops on educational rights. I also perform paralegal duties for criminal and tort attorneys, including preparing legal documents, conducting research, and assisting in trial preparation. Additionally, I consult for CALEA-accredited agencies by analyzing policies, drafting compliance documents, and guiding law enforcement organizations through successful accreditation processes. Furthermore, I develop security policies for a security force tasked with protecting national security nuclear interests, ensuring compliance with federal regulations and operational standards.

THE RODGERS GROUP (TRG), LLC, JULY 2008 TO DECEMBER 2021

### Co-Founder, Organizational Analyst, Policy Writer, and Senior Project Manager

Co-founded the premier police accreditation consultancy in New Jersey with Lt. Col. Frank Rodgers, ret., New Jersey State Police.

Successfully led the company to its acquisition by Lexipol, a leading provider of policy solutions for public safety and local government, in 2021.

- Assisted the CEO with strategy, administration, and daily operations of the firm by offering guidance, consultation, and implementing problem-solving initiatives.
- Conducted organizational gap analyses and assessments of law enforcement agencies to identify non-compliance with accreditation standards, regulatory laws, and best practices.
- Conducted qualitative analyses of law enforcement agencies' use of force and vehicle pursuits utilizing advanced data analytics to evaluate regulatory compliance and identify patterns, trends, anomalies, outliers, correlations, and causations.

- Conducted organizational assessments of law enforcement agencies to evaluate their compliance with the federal Prison Rape Elimination Act (34 U.S.C. §§ 30301 et seq.).
- Conducted in-person and virtual inspections of municipal detention facilities, reviewing detainee handling procedures to identify deficiencies in regulatory compliance, accreditation standards, and best practices.
- Consulted on and administratively analyzed special operations and anti-terrorism practices for law enforcement agencies, including surveillance, undercover operations, decoy strategies, and raids.
- Administered and conducted reviews and gap analyses of law enforcement agencies' cybersecurity functions, computer networks, workstations, and devices to ensure compliance with the FBI's CJIS Security Policy (44 U.S.C. § 3541 et seq.).
- Supervised junior policy writers, mentoring them in legal and policy writing, research, and professional interactions with clients.
- Managed the firm's social media operations, including content creation, analytics, advertising campaigns, and public engagement.

#### PREVIOUS EXPERIENCE

OSCEOLA COUNTY DEPARTMENT OF CORRECTIONS, KISSIMMEE, FL, DECEMBER 2024 TO PRESENT | **CONTROL ROOM SECURITY TECHNICIAN** | PART-TIME

LEXIPOL, FRISCO TX, SEPTEMBER 2021 TO APRIL 2024 | **SENIOR ACCREDITATION POLICY WRITER /PROJECT MANAGER/AUTHOR/WEBINAR PRODUCER**

NEW JERSEY PUBLIC SAFETY ACCREDITATION COALITION (501(C)3)), PRINCETON, NJ, JANUARY 2001 TO DECEMBER 2019 | **EXECUTIVE DIRECTOR/BOARD MEMBER**

LONG HILL POLICE DEPARTMENT, STIRLING, NJ, SEPTEMBER 1994 TO APRIL 1, 2016 | **SUPERVISOR/CALEA ACCREDITATION MANAGER/TRAINING OFFICER**

DENVILLE POLICE DEPARTMENT, DENVILLE, NJ, MARCH 1991 TO SEPTEMBER 1994 | **Call Taker/Dispatcher/Special Law Enforcement Officer**

DENVILLE VOLUNTEER FIRE DEPARTMENT, DENVILLE, NJ, JANUARY 1988 TO JUNE 1992 | **Volunteer Firefighter/EMT/Rescue Diver/Rescue Technician**

#### **EDUCATION**

MASTER OF PUBLIC ADMINISTRATION (MPA), EXPECTED COMPLETION MAY 2027 (*University of Central Florida, Florida*)

MASTER OF SCIENCE (MSCJ) IN CRIMINAL JUSTICE, DECEMBER 2024 (*University of Central Florida, Florida, GPA 4.0*)

- National Honor Society Member, Alpha Phi Sigma

GRADUATE CERTIFICATE IN POLICE LEADERSHIP, DECEMBER 2024 (*University of Central Florida, Florida, GPA 4.0*)

GRADUATE CERTIFICATE IN PARALEGAL STUDIES, OCTOBER 2020 (*Fairleigh Dickinson University, New Jersey, GPA 4.0*)

#### PREVIOUS EDUCATION

BACHELOR OF SCIENCE (B.S.) IN HUMAN SERVICES, September 2004 (*Thomas Edison State University, New Jersey, High B student GPA 3.13*).

ASSOCIATE IN SCIENCE (A.S.) IN PUBLIC AND SOCIAL SERVICES, March 2004 (*Thomas Edison State University, New Jersey*)

HIGH SCHOOL DEGREE, June 1989 (*Morris Knolls High School, Denville, New Jersey*)

#### **HONORS**

**Disabled Police Officer:** Severely injured non-dominant arm during a lifesaving attempt while in the line of duty.

**Accreditation Assessor:** Lead assessments for the New Jersey State Association of Chiefs of Police Accreditation program and CALEA.

**Certified Chief Law Enforcement Officer:** Credentialed by the New Jersey State Association of Chiefs of Police (NJSACOP).

**Certified Master Accreditation Manager (5 Service Stars)** : Awarded by the New Jersey Public Safety Accreditation Coalition.

**Lifesaving Awards:** Recognized by the Long Hill Township Police Department for extraordinary courage and dedication in saving human life.

**Police Chief's Achievement Awards:** Recognized for outstanding contributions and exemplary leadership within law enforcement.

**Good Conduct Awards (5)** : For maintaining professionalism, integrity, and exceptional conduct over 25 years of distinguished police service.

#### **VOLUNTEERISM**

**Professional Skills-Based Volunteering:** *Assisting low-/no-income families with autistic student IEPs and FBA to help students find success.*