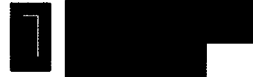


STACY M. PERRERIA

POLICE CAPTAIN



GOV. MSG. NO. 785

PROFILE

- ✓ Effective team player with strong interpersonal and communication skills.
- ✓ A well-organized worker who is adept at managing multiple tasks simultaneously.
- ✓ Proven public speaker with experience in providing job training and classroom training.
- ✓ Self-motivated and quick learner who adapts easily to new situations and enjoys solving challenging problems.
- ✓ Effective in communicating with non-technical staff and management, simplifying advanced concepts for user-friendly comprehension.

EDUCATION

- Master's degree in Computer Information Systems, University of Phoenix, 2006
- Real Estate License, John Stapleton School of Real Estate, 2006
- Bachelor of Arts in Criminal Justice, University of Nevada Las Vegas, 2000
- Minor in Sociology, University of Nevada Las Vegas, 2000

PROFESSIONAL EXPERIENCE

2025-Current

Police Captain – Support Services Bureau – Technical Services

- Executive Leadership and Oversight
 - Provide strategic leadership and executive oversight for multiple operational support units, including the Records Department, Evidence Unit, Background Investigations, Community Engagement Section, School Resource Officers (SROs), and Research and Development.
 - Supervise command staff, sworn personnel, and civilian employees assigned to administrative and specialized support functions.
 - Establish bureau priorities, operational objectives, and performance standards aligned with departmental mission and strategic goals.
- Operational and Program Management
 - Direct and coordinate operations of the Records and Evidence Units to ensure the secure management, documentation, and integrity of departmental records and property in compliance with legal and evidentiary standards.
 - Oversee the Background Investigations Unit responsible for conducting comprehensive applicant screenings to ensure the recruitment of qualified and ethical personnel.

- Manage the School Resource Officer (SRO) program, ensuring effective collaboration with educational institutions to promote school safety and youth engagement.
- Provide leadership for community engagement initiatives designed to strengthen partnerships between law enforcement and the community.
- Policy Development and Organizational Improvement
 - Lead Research and Development efforts to evaluate departmental programs, develop new initiatives, and implement best practices in policing.
 - Review and develop departmental policies, procedures, and operational guidelines to ensure compliance with legal standards, accreditation requirements, and evolving law enforcement practices.
 - Identify opportunities for process improvement, technology integration, and organizational efficiency.
- Administrative and Compliance Oversight
 - Ensure compliance with state and federal laws, departmental policies, and evidentiary regulations governing records management, property control, and personnel background investigations.
 - Oversee audits, inspections, and quality control measures for records retention, evidence handling, and administrative processes.
 - Prepare and review executive-level reports, strategic plans, and operational assessments for departmental leadership.
- Personnel Management and Professional Development
 - Provide leadership, mentoring, and performance oversight for sworn and civilian personnel within assigned units.
 - Evaluate staff performance, recommend promotions, and implement corrective actions when necessary.
 - Promote professional development and specialized training to enhance organizational effectiveness and employee competency.

2022 – 2025

Police Lieutenant - Kawaihau District Commander

- Leadership and Supervision
 - Provide direct supervision and leadership to assigned personnel, including sergeants, officers, and civilian staff.
 - Oversee daily operations within the assigned division, ensuring compliance with department policies, procedures, and objectives.
- Operational Management
 - Plan, direct, and coordinate law enforcement activities, including patrol operations, investigations, special assignments, and emergency response.
 - Monitor crime trends and operational effectiveness, implementing strategic measures to enhance public safety.
 - Ensure proper deployment of personnel and resources to maximize efficiency and effectiveness in service delivery.

- Training and Development
 - Mentor and evaluate personnel, providing guidance and corrective action as needed.
 - Ensure officers receive ongoing training in legal updates, department policies, and specialized operations.
- Administrative Responsibilities
 - Prepare and review reports, including crime analysis, personnel performance evaluations, and operational assessments.
 - Assist in budget management, procurement, and resource allocation for the district.
 - Oversee and approve scheduling, timekeeping, and personnel assignments.
- Community Engagement and Public Relations
 - Foster positive relationships between the police department and the community by participating in public meetings, outreach programs, and community partnerships.
 - Address public concerns, complaints, and inquiries in a professional and effective manner.
 - Promote department initiatives aimed at enhancing community trust and engagement.
- Policy Enforcement and Compliance
 - Ensure department policies, procedures, and legal requirements are upheld by all personnel.
 - Conduct internal investigations, disciplinary reviews, and performance evaluations as necessary.
 - Maintain compliance with local, state, and federal regulations governing law enforcement operations.
- Emergency and Crisis Management
 - Act as an incident commander during major emergencies, coordinating response efforts with other agencies and emergency services.
 - Develop and implement contingency plans for critical incidents, natural disasters, and high-risk operations.

2016-2022

Police Sergeant – Dispatch Communications Center

- Leadership and Supervision
 - Provide direct supervision to dispatch personnel, ensuring effective communication and coordination of emergency response operations.
 - Oversee daily operations of the communications center, ensuring compliance with department policies, procedures, and industry standards.
 - Serve as the primary liaison between dispatch, patrol units, command staff, and other emergency services.
- Operational Oversight
 - Monitor and evaluate emergency and non-emergency call handling, ensuring efficient and accurate dispatching of resources.
 - Ensure all radio communications are conducted professionally, following proper protocol and FCC regulations.
 - Manage workload distribution, shift scheduling, and personnel assignments to maintain adequate staffing levels.

- Training and Professional Development
 - Develop and implement training programs for new dispatchers and ongoing professional development for existing personnel.
 - Conduct performance evaluations, provide coaching, and address deficiencies through corrective action or retraining.
 - Ensure dispatch personnel are proficient in operating CAD (Computer-Aided Dispatch), RMS (Records Management Systems), and other relevant technologies.
- Policy and Compliance Management
 - Ensure compliance with department policies, local, state, and federal regulations, including CJIS (Criminal Justice Information Services) security requirements.
 - Develop and update standard operating procedures (SOPs) for the communications center to enhance efficiency and response capabilities.
 - Conduct audits and quality assurance checks to maintain high standards of service and accuracy.
- Crisis and Incident Management
 - Serve as the communications lead during critical incidents, coordinating multi-agency response efforts and ensuring seamless information flow.
 - Supervise and assist in handling major emergency calls, including officer-involved incidents, large-scale disasters, and high-risk operations.
 - Provide debriefings and after-action reports following significant incidents to assess communication effectiveness and areas for improvement.
- Technology and Equipment Management
 - Oversee the maintenance and functionality of dispatch systems, including CAD, radio infrastructure, and emergency alert systems.
 - Identify and recommend upgrades or improvements to enhance dispatch capabilities and efficiency.
 - Troubleshoot technical issues and coordinate with IT and vendors for system updates and repairs.
- Community and Interagency Coordination
 - Foster collaboration with other law enforcement agencies, fire departments, EMS, and emergency management teams.
 - Participate in public safety meetings, workshops, and training exercises to enhance interagency communication and preparedness.
 - Address public concerns related to dispatch services and work to improve community relations through outreach initiatives.

Current - Crisis Negotiation Commander

- Leadership and Oversight
 - Serve as the primary commander overseeing all crisis negotiation operations, ensuring the effective coordination of negotiation strategies during critical incidents.
 - Provide leadership, guidance, and supervision to crisis negotiation team (CNT) members, ensuring readiness and adherence to best practices.
- Operational Management

- Direct and coordinate negotiations during high-risk incidents, including hostage situations, barricaded subjects, suicidal individuals, and other crisis events.
- Collaborate with tactical commanders, incident command staff, and other specialized units to develop and execute crisis resolution strategies.
- Ensure proper deployment of negotiators and manage resources to support ongoing operations.
- Training and Development
 - Develop and oversee training programs for negotiators, ensuring continuous skill development in communication, de-escalation, and psychological strategies.
 - Conduct scenario-based training exercises to enhance team effectiveness in crisis response.
 - Maintain proficiency in crisis negotiation techniques through ongoing education and collaboration with industry experts.
- Policy and Procedure Management
 - Develop, review, and update crisis negotiation policies and procedures to align with industry standards and legal guidelines.
 - Ensure team compliance with department policies, state laws, and federal regulations governing crisis negotiations.
- Interagency Coordination
 - Foster relationships with local, state, and federal agencies to enhance information-sharing and operational effectiveness.
 - Serve as the department's liaison for multi-agency crisis response efforts and joint training exercises.
- Resource Management
 - Oversee procurement, maintenance, and allocation of negotiation equipment, including communication tools and intelligence-gathering resources.
 - Advocate for budgetary needs to support team operations and training requirements.
- Post-Incident Review and Reporting
 - Conduct debriefings following crisis incidents to assess negotiation outcomes and identify areas for improvement.
 - Prepare detailed reports documenting negotiation strategies, incident resolutions, and lessons learned.

Current - System Administrator RMS/CAD/MOBILE

- Responsible for overseeing the implementation and ongoing management of the current CAD/RMS system, ensuring seamless collaboration between the vendor, departmental teams, and multiple state and federal agencies. Supervise and maintain various system interfaces to facilitate continuous communication and data sharing across state, county, and federal entities.

Draft policies and procedures related to CAD, RMS, and Mobile systems, ensuring compliance with department standards and operational needs. Lead end-user and advanced training for approximately 200+ sworn and non-sworn personnel, covering system functionalities, policies, and procedures. Conduct

specialized training tailored to specific job roles, including dispatch, traffic, narcotics, investigations, command staff, fiscal, and jail operations.

Oversee ongoing department-wide training to ensure proper implementation and adherence to policies and procedures. Continuously monitor all systems to identify training gaps, system inefficiencies, and areas for improvement, providing strategic recommendations for enhanced training and system upgrades.

Supervise system development and troubleshooting, including conducting system audits to ensure compliance with state and federal CJIS regulations. Manage project activities related to all CAD, RMS, and Mobile functions, ensuring operational efficiency, compliance, and continuous improvement.

- 2016 – System Administrator for the Current Motorola Computer Aided (CAD) and Records Management System (RMS)
- 2013 – 2016 System Administrator for the Tri-Tech Records Management System (RMS)
- 2005 – 2006 System Administrator for the Denali Solutions Records Management System (RMS)

Grant Management

- Responsible for grant administration and supervision allowing for strategic coordination with multiple agencies to effectively manage and monitor all grant activities. This process involves conducting thorough statistical analysis to ensure compliance with federal guidelines. Each grant necessitates comprehensive data tracking to meet federal goals and objectives. Additionally, semi-annual progress reports are required for ongoing grants, while completed projects must be accompanied by a detailed report outlining all activities and accomplishments.

- Award/Manage: 2013 DOJ COPS Hiring Grant; Award Amount \$750,000, closed.
- Award/Manage: 2014 DOJ BVP Grant; Award Amount \$10,000, closed.
- Award/Manage: 2013 DOJ BVP Grant; Award Amount \$10,000, closed.
- Award/Manage: 2005 VAWA Grant; Award Amount \$31,000, closed.
- Award/Manage: 2004 VAWA Grant; Sexual Assault Project for SANE/SART Program; Award Amount \$25,000, closed.
- Award/Manage: 2003 VAWA Grant; Domestic Violence & Sexual Assault Digital Photography Project; Award Amount \$52,000.00, closed.
- Award/Manage: 2002 VAWA Grant; Domestic Violence & Stalking Training Project; Award Amount \$14,800.00, closed.
- Award/Manage: 2001 VAWA Grant: Sexual Assault Equipment and Training Project; Award Amount \$57,036, closed.
- Manage: 1999 VAWA Grant: Sexual Assault Training Project; Award Amount \$72,932, closed.
- Manage: 1998 Bryne Grant: Domestic Violence Project; Award Amount \$77,233, closed.
- Manage: 1997 VAWA Grant: Domestic Violence Project; Award Amount \$73,180, closed.
- Manage: 1996 VAWA Grant: Domestic Violence Project; Award Amount \$66,600, closed.

CAREER HIGHLIGHTS

- Dispatch Supervisor – 2019, As the assigned Dispatch Supervisor, I was entrusted with the monumental task of overseeing the complete remodel of the Kauai Police Department's Dispatch Center. With funding awarded by the 911 Board, KPD had the opportunity to conduct a full-scale overhaul to modernize and enhance the center's functionality, efficiency, and technology.

The remodel included the installation of new state-of-the-art dispatch consoles, updated flooring, a high-tech video wall for improved situational awareness, and upgraded computer equipment to enhance operational capabilities. The project spanned approximately four months, requiring careful planning and coordination to ensure a seamless transition while maintaining uninterrupted emergency response services.

The successful completion of the remodel resulted in a modernized dispatch center equipped with advanced technology, significantly improving communication, efficiency, and the overall work environment for dispatchers. This upgrade not only enhanced the department's ability to respond to emergencies effectively but also ensured that KPD remains at the forefront of public safety communications.

- Special Assignment – 2015, I was specially assigned to the Chief's Office to lead the pursuit of a new Records Management System (RMS). With a master's degree in computer information systems and prior experience as a system administrator, my primary objectives were to stabilize the existing system and identify a suitable replacement.

This was a significant undertaking, requiring extensive research, development, and due diligence to ensure the successful acquisition of a new RMS. Alongside a dedicated team of officers, we spent months evaluating potential systems, conducting thorough assessments, and ultimately selecting the most effective solution for the department.

Following the acquisition, the focus shifted to implementation, which included months of department-wide training to ensure a smooth transition. The successful deployment of the new RMS has enhanced operational efficiency, improved data management, and strengthened the department's ability to serve the community.

- Special Assignment – 2014, I was specially assigned to the Chief's Office to research and develop the implementation of Body-Worn Cameras (BWC) for the Kauai Police Department (KPD). At the time, our primary objective was to enhance transparency and accountability while reducing the significant number of hours spent investigating citizen complaints—many of which resulted in the exoneration of officers from false accusations..

KPD's initiative to introduce BWCs was set in motion before the nationwide media focus on officer-involved incidents, such as the deaths of Michael Brown and Freddie Gray. Long before these events

sparked a national conversation on police accountability, KPD was already at the forefront of this technology, recognizing its potential to improve public trust and streamline internal investigations.

As the lead on this project, my responsibilities included conducting extensive research on BWC systems, drafting department policy to ensure proper usage and data management, and overseeing department-wide training and implementation. Through this proactive approach, KPD became the first law enforcement agency in the state to successfully deploy Body-Worn Cameras, setting a precedent for transparency and accountability in policing across Hawaii.

- Special Assignment – 2013, Leveraging my background in grant writing, I was specially assigned to the Chief's Office to pursue funding through the DOJ COPS Hiring Grant. The primary objective was to increase the number of first responders within the Kauai Police Department (KPD) to improve caseload distribution among officers while strengthening community policing strategies focused on crime prevention, resolution, and control.

At the time, KPD aimed to expand its beat structure from ten (10) to eleven (11) beats, the first such expansion in approximately 24 years. Achieving this goal required securing funding to hire a minimum of seven (7) additional patrol officers, the necessary staffing to effectively establish and maintain the new beat. This expansion was particularly critical for the Kawaihau District, which serves the largest residential population and experiences the highest volume of calls for service.

Through a comprehensive and strategic grant application process, the department successfully secured \$750,000 in funding. Notably, our application received the highest score in the state, outperforming all other submissions. Following the grant award, we successfully implemented the expansion, increasing our workforce and permanently establishing the eleventh beat, thereby enhancing public safety and the department's ability to serve the community effectively.

- Domestic Violence Intervention Coordinator – 2000, I was hired as the Kauai Police Department's first non-sworn Domestic Violence Intervention Coordinator. As the first person in this role, I had the unique opportunity to develop and shape the program from the ground up. My primary goal was to bridge the gap between community agencies and law enforcement to enhance our response to domestic violence and expand the services offered to victims.

As the department's primary liaison, I worked closely with the YWCA's Domestic Violence and Sexual Assault Units, building strong partnerships that improved collaboration and support for survivors. One of my key accomplishments was establishing a dedicated space within the police department for Sexual Assault Nurse Examiners (SANE) to conduct forensic exams, providing victims with a private, safe alternative to hospital settings.

Through successful grant writing and resource management, I secured funding to procure critical forensic equipment, including the department's first colposcope and digital cameras for evidence documentation.

Additionally, I obtained funding to hire SANE nurses and acquire forensic tools such as the department's first fume chamber for latent fingerprint processing, as well as multispectral cameras capable of capturing ultraviolet (UV) and infrared (IR) imagery. These advanced technologies significantly enhanced our ability to collect and analyze forensic evidence, ultimately strengthening investigations and improving outcomes for victims.

The implementation of this program not only increased the department's capacity to respond to domestic violence and sexual assault cases but also established lasting infrastructure and partnerships that continue to benefit the community.

RECOGNITION AND AWARDS

- 2022 Kauai Police Department June Employee of the Month
- 2014 Kauai Police Department Officer of the Year
- 2014 HSLEOA Officer of the Year
- 2014 Top Cop
- 2013 Kauai Police Department November Officer of the Month
- 2006 Kauai Police Department March Civilian Employee of the Month
- 2003 Kauai Police Department Civilian Employee of the Year
- 2003 Commendation from Kapaa Rotary Club

TRAINING AND CERTIFICATES

- Maile Amber Alert Training, 2.5 hours
- Crisis Communication Training, 16 hours
- Lessons Learned from the Battlefield, 4 hours
- Five Seeds of Effective Leadership, 49 hours
- Dale Carnegie Leadership and Communication, 32 hours
- Motorola Summit 2023, 32 hours
- Leadership and Supervision Course, 32 hours
- Advanced CIT Training, 8 hours
- Performance Management Made Easy for Supervisors, 4 hours
- Public Safety Wellness Training, 4 hours
- Investigative and Progressive Discipline Training, 6 hours
- Death Investigations 101, 4 hours
- WMD Joint Exercise Training (CNT), 8 hours
- MHEW Implementation Training, 2 hours
- Crisis Intervention Training (CIT) Course and Certification, 40 hours
- Hostage Negotiations and Crisis Intervention Phase I and II, 40 hours
- FBI Crisis Negotiation Course and Certification, 40 hours
- ISC Courses; 100, 200, 300, 400, 700, 800, 907
- Spillman's Users conference 2014, 32 hours
- Suicide Alertness, 3.5 hrs.
- Leadership Development Course (Bars and Stripes) 32 hours

- Critical Decision Making for Complex Coordinated Attacks, 16 hours
- Incident Response to Terrorist Bombings, 4 hours
- USFA Type 3 Incident Management Team Training, 40 hours
- Maile Amber Alert Training, 2 hours
- Active Attack Integrated Response, 16 hours
- Hurricane Awareness, 8 hours
- Strategic Grant Writing, 20 hours
- First Responder Recognition and Management Combative Presentation of Acute Intoxication and Excited Delirium, 8 hours
- Grant Writing; Attorney Generals of Hawaii, 4 hours
- 1st Responder SART/SANE Investigations, 1 hour
- Adult Sexual assault Investigations, 40 hours
- 10th Annual Domestic Violence Conference, 40 hours
- Stress Management Balancing Home and Work; James T. Reece, 8 hours
- Workplace Violence, James T. Reece, 8 hours
- Criminal Profiling, James T. Reece, 8 hours
- Ethics-Based Leadership, James T. Reece, 8 hours
- Child Sexual Abuse Medical and Psychosocial Issues, 2 hours
- Effects of Family Violence on Children; Assessment and Intervention, 8 hours
- Effects of Family Violence on children Panel Member, 1 hour
- Child Sexual Abuse Investigations, 16 hours
- VAWA Grant Training, 8 hours
- Federal Civil rights Training, 6 hours
- Pediatric Sexual Assault Response Team; SANE Training, 24 hours
- Party Dispersal Training, 4.5 hours
- Law Enforcement Conference on Issues Concerning Elderly and Dependent Adults, 24 hours
- Strangulation and Other Domestic Violence/Sexual Assault Injury, 16 hours
- Trace Evidence, 6 hours
- Custody Issues, 8 hours
- Cyber Stalking, 8 hours
- It Takes a Team to Protect a Child, CJC, 8 hours
- Uluono Conference on Violence Against Women, 16 hours
- NSA Rural Law Enforcement Domestic Violence Intervention Investigations, 24 hours
- FBI Interview and Interrogations, 16 hours
- Sexual Assault Evidence Training, 8 hours
- AFIS (HUG) Users Group Conference, 8 hours
- 87th International Education Conference for Identification, 40 hours
- 87th International Education Conference for Identification, Footwear Workshop, 4 hours
- 13th Annual National Conference on Domestic Violence, Chicago, Illinois, 40 hours
- 12th Annual National Conference on Domestic Violence, New Orleans, Louisiana, 40 hours
- Asian & Pacific Islander, Uluono on Domestic Violence, 16 hours

- Stalking Investigations, 8 hours
- Verbal Judo, 8 hours
- Domestic Violence Fatality Review, 8 hours
- Telephone Fraud and Nuisance Investigations, 1 hour
- Sexual Harassment Training, 4 hours
- First Responder Training, 2 hours
- Alzheimer's Training, 2 hours
- Assessing and Treating Childhood Trauma, 8 hours
- Helping Children with Trauma & Attachment problems, 8 hours
- Victims of Violence in the Immigration Community, 8 hours
- Crystal Report Training, 24 hours
- Sexual Assault Investigations; DNA Evidence, 8 hours
- SART/SANE Adolescent & Adult Training, 35 hours
- JJIS Train the Trainer, 8 hours
- Statewide Sexual Assault Investigative Protocol Manual Training, 8 hours
- Financial Grant Management Training, 16 hours
- The System as Perpetrator – Are we Offending or Defending Victims of Sexual Assault, 13 hours

TRAINING PRESENTATIONS

- 2016 - Present Kauai Police Department Motorola/Spillman RMS/CAD System Administrator and Trainer
- 2019 – Present CAD Trainer
- 2013-2016 - Kauai Police Department Tri-Tech Administrator and Trainer
- 2005-2006 – Kauai Police Department In pursuit/Denali RMS Administrator and Trainer
- 2000-2008 – Kauai Police Department Domestic Violence/Stalking Recruit and Recall Training
- 2000-2008 – Stalking / Temporary Restraining Order & Protective Order Training; Kauai Economic Opportunity
- 2002-2005 – Domestic Violence Training, Guardian Ad-Litam Program State Cour System
- 2003 – Domestic Violence Education Training, Kauai Rotary Club of Kauai
- 2000-2002 Domestic Violence Training, Waimea Canyon Teen Awareness Day
- 2001 – Domestic Violence Training, Kapaa High School Teen Awareness Day

TECHNICAL SKILLS

Software Applications:

- Proficient in MS Word, Excel, Access, Visio, Project
- System Administrator for Denali, Tri-Tech and Motorola Records Management Systems
- Crystal Reports

REFERENCES

Available upon request