



EARNEST WELCH, CPP, MAS

Senior Law Enforcement / Security Professional

earnest@welchconsultingfirm.com / welchconsultingfirm.com / (c) 609-202-9092 / Salem, NJ

Summary of Expertise

Law enforcement professional with 18 years' experience, currently serving at the rank of Captain. Experienced in investigations and use of force analysis taking into account Attorney General guidelines, policies, training, *Graham v Connor*, and *Barnes v Felix*. Experienced in conducting operations that involve use of force incidents. Currently serving as 2nd Vice Chairman of the County Training Advisory Council (CTAC) with 15 years' experience as a state certified instructor. Developed and implemented several emergency operations policies in addition to defensive tactics program. Combat veteran currently serving in the New Jersey Army National Guard.

Professional Experience

2007 - Present

Salem County Sheriff's Office – Corrections Division

- Appointed Administrative Captain.....2025 - Present
- Appointed SIU Commander and Response Team Commander.....2025
- Appointed Internal Affairs Commander and Response Team Commander.....2022 - 2025
- Appointed Response Team Commander.....2018 - 2025
- Reviewed every use of force incident involving department personnel, ensuring officers acted within legal and policy parameters
- Provided testimony to support investigative reports and findings
- Developed, updated, and instructed classroom, virtual, and practical courses for police and corrections agencies and academies.....2012 - Present
- Course topics
 - Use of force
 - De-escalation techniques
 - Defensive tactics
 - Less lethal systems
 - Communication skills
 - Corrections/policing principles
 - Awareness
 - Report writing
 - Emergency Operations
- Developed and implemented defensive tactics and emergency operations program in 2018
- Program resulted in 0 excessive force complaints in 2018 and no upheld excessive force complaints since implementation
- Combined separate emergency operations and intelligence units into single operational unit
- Led to increase in discovery of criminal activity inside and out of the facility

- Manage all confidential internal and multi-agency investigations
- Internal Affairs received a 100% compliance rating by New Jersey Department of Corrections Inspectors
- Certified Law Enforcement Investigator
- Conducted internal and criminal investigations gaining evidence from interviews, CCTV, BWC, and additional available sources
- Conducted vulnerability assessment inspections, and audits to ensure compliance with standards, policies, and procedures and identify areas for improvement and potential risks
- Recognized for developing and executing plan for a full facility transfer of Cape May County Correctional Facility
- Recognized for developing and executing plan to prevent inmate suicide attempt
- Developed and led quarterly tabletop, functional, and full-scale exercises consisting of events that interrupt agency operations
- Developed emergency response policies to ensure operational continuity utilizing all-hazards approach; policies included operational disturbances, fire, natural disaster, infectious disease, etc.
- Partnered with healthcare facilities to develop and implement operations and policies relating to inmate transportation and treatment
- Assisted in training healthcare staff on new procedures
- Negotiated labor contracts between government and sworn personnel

2022 - Present New Jersey Army National Guard

- Deployed in support of Operation Inherent Resolve..... Jan 2024 - Dec 2024
- Commanded a 10-Soldier team in the planning and execution of over 40 combat missions, conducting unilateral action together with other US and Syrian forces
- Trained US partner forces in modern tactics, operational planning, and communication techniques
- Conducted risk assessment of base security, implemented updated identification process, led to 100% accountability and DOD ABIS vetting of all local population contractors
- Executed missions involving force-on-force engagements, surveillance, and casualty evacuation, demonstrating exceptional judgment under pressure
- Active Secret Security Clearance (DOD and DOS)
- Military Awards
 - Combat Infantryman Badge
 - Non-Commissioned Officer Professional Development Ribbon
 - Operation Inherent Resolve Campaign Medal with Campaign Star
 - Army Accommodation Medal with C Device
 - Armed Forces Reserve Medal with M Device
 - Army Achievement Medal (3)

- Army Reserve Component Achievement Medal
- National Defense Service Medal
- Global War on Terrorism Medal
- Overseas Service Ribbon
- Army Service Ribbon
- Driver and Mechanic Badge

Education

- Master's degree - Administrative Science2023 - 2024
Fairleigh Dickinson University
- Bachelor's degree – Public Administration.....2022 - 2023
Fairleigh Dickinson University

Certifications

- Certified Protection Professional (CCP).....2023 - Present
ASIS International
- Law Enforcement Instructor.....2010 - Present
New Jersey Police Training Commission

Professional Organizations

- IAPSC.....2025 - Present
Internation Association of Professional Security Consultants
- ASIS International
 - Chapter 170 Vice Chairman.....2024 - Present
- County Training Advisory Council (CTAC)
 - Executive Board Member at Large.....2018 - 2024
 - 2nd Vice Chairman.....2025 - Present

Training Courses

- Legally Justified: But Was It Avoidable.....2025
Calibre Press
- L.E.A.D.S. Law Enforcement Active De-escalation Strategies Instructor.....2025
Lockup Police Training Systems
- Defensive Tactics Instructor.....2023
Passaic County Police Academy
- Advanced Interview and Interrogation.....2023
Salem County Prosecutor's Office
- Gracie Survival Tactics Level I and II.....2022
The Gracie Jiu-Jitsu Academy
- Internal Affairs.....2021

<i>Camden County Police Academy</i>	
• Field Force Operations.....	2019
<i>FEMA</i>	
• Law Enforcement Active Shooter Emergency Response.....	2018
<i>Department of Homeland Security - LSU NCBRT/ACE</i>	
• Advanced Medical Training.....	2018
<i>Salem County EMS Academy</i>	
• Defensive Tactics Instructor.....	2018
<i>Warning Order Tactical Training Company</i>	
• FN 303 Instructor / Armorer.....	2017
<i>FN America</i>	
• Gracie Survival Tactics Level I and II.....	2016
<i>The Gracie Jiu-Jitsu Academy</i>	
• SOG Operator.....	2015
<i>Maryland Department of Corrections</i>	
• Basic SWAT.....	2014
<i>Camden County Police Academy</i>	
• Active Shooter Workshop.....	2014
<i>Office of Homeland Security and Preparedness</i>	
• Active Shooter: What You Can Do.....	2014
<i>FEMA</i>	
• Investigator Survival.....	2013
<i>Camden County Police Academy</i>	
• Ground Fighting.....	2012
<i>Atlantic County Department of Public Safety</i>	
• Physical Conditioning Instructor.....	2012
<i>Atlantic County Department of Public Safety</i>	
• Defensive Tactics Instructor.....	2010
<i>Atlantic County Department of Public Safety</i>	
• Ground Fighting.....	2010
<i>Camden County Police Academy</i>	
• Educational Methodology.....	2010
<i>Salem County Department of Emergency Services</i>	
• Basic Course for County Corrections Officers.....	2008
<i>Police Training Commission</i>	