

Paul W. Layer

Damascus, Maryland 20872

LayeredSolutionsLLC@gmail.com 240-672-5134

PROFILE:

- Accomplished Senior Executive Service (SES) leader and innovator of quality assurance systems in federal government.
 - Career legal advisor and litigator for federal law enforcement agency involving civil, criminal, and Constitutional law.
 - Accomplished leader, developer, and instructor of successful federal law enforcement agency programs.
 - Exceptional collaboration and negotiation skills.
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WORK EXPERIENCE:

LAYERED SOLUTIONS LLC - OWNER (Maryland); August 2021 to present

- Contracted with the Arizona Department of Corrections, Rehabilitation & Reentry
- Project Administrator - Establish an internal Quality Assurance & Improvement Program within the agency.

U.S. DEPT OF JUSTICE / FEDERAL BUREAU OF PRISONS

Senior Deputy Assistant Director, Program Review Division, Washington, DC, ES-00, 06/28/2015 - 02/28/2019 (mandatory retired)

- Senior Executive Service (SES) appointment.
- Executive responsibility for agency's nationwide internal quality assurance program, including contract prison facilities.
- Executive leadership and oversight of agency investigations by external authorities, e.g., Office of Inspector General (OIG/DOJ), and General Accounting Office (GAO).
- Management and oversight of agency accreditations by external bodies, e.g., American Correctional Association (ACA), and Prison Rape Elimination Act (PREA/DOJ).

Accomplishments:

- *Developed innovative improvements to nationwide quality assurance reviews of private contract prisons.*
- *Improved coordination and oversight of investigations conducted by OIG and GAO.*
- *Coordinated nationwide implementation of PREA quality assurance programs and external audits.*

Chief, Labor Relations Office, Washington, DC, GS-15, 07/03/2011 - 06/27/2014

- Chief representative of the agency in labor negotiations with the national Union (American Federation of Government Employees (AFGE)/Council of Prison Locals 33).
- Managed agency's legal defense of national Union grievances and arbitrations.

Accomplishments:

- *Coordinated successful agency re-negotiation of the national Master Agreement.*
- *Successfully engineered, negotiated, and implemented a national policy for conducting pat and belonging searches of staff entering federal prisons.*

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Attorney Advisor - Office of the General Counsel, various locations and positions, 1990-2011

- **Chief, Legislative and Correctional Issues Branch**, Washington, DC, GS-15, 11/08/1998 - 07/02/2011 - Managed Agency Legal Counsel office providing legal advice, program and policy development, oversight of federal regulations and national policies/procedures, and training.

Accomplishments:

- *Collaborated with subject matter experts to develop federal regulations and agency policy for civil commitment of sexually dangerous persons (Adam Walsh Act, 18 U.S.C. §4248, 28 C.F.R. §§549.90 through 549.95).*
 - *Collaborated with subject matter experts to develop federal regulations and agency policy for psychiatric evaluation and treatment of federal prisoners, including involuntary administration of psychotropic medication (18 U.S.C. Chapter 313, 28 C.F.R. §§549.40 through 549.46).*
 - *Developed agency policy to implement the Law Enforcement Officers Safety Act (LEOSA, 18 U.S.C. §§926b & c).*
 - *Developed agency policy and procedures for new Communication Management Units (CMU), in order to monitor 100% of terrorist inmates' communications (written correspondence, telephone, visiting).*
 - *Through successful mentoring, achieved highest rate of retained new agency attorneys through Attorney General's Honors Program.*
 - *Spearheaded implementation of new alternative work schedules and tele-work program for branch staff.*
 - *Coordinated and led team development of agency's due process procedures for designating inmates to supermax security level prisons.*
 - *Developed and implemented new agency programs, federal regulations, and agency policies for inmate discipline and restrictive housing procedures.*
 - *Primary agency legal counsel for implementing the D.C. Revitalization Act, whereby the agency assumed custody of all D.C. Code felony inmates.*
- **Supervising Attorney**, Federal Correctional Complex, Beaumont, TX, GS-14, 08/18/1996-11/07/1998
Managed Agency Legal Counsel office providing advice and litigation defense services.

Accomplishments:

- *Coordinated implementation of agency's first contracted medical care for inmates.*
- *Coordinated and supervised inmate grievance procedures.*

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- **Attorney Advisor**, Federal Correctional Institution, Cumberland, MD, GS-13, 06/11/1995-08/17/1996
Agency Legal Counsel providing advice and litigation defense services.

Accomplishments:

- *Successfully implemented recently enacted Prison Litigation Reform Act (PLRA; 42 U.S.C. 1997e), and amended pauper provisions (28 U.S.C. 1915) to decrease frivolous inmate litigation.*
- **Attorney Advisor**, Mid-Atlantic Regional Office, Annapolis Junction, MD, and Central Office, Washington, D.C., GS-12, 09/09/1990 - 06/10/1995
Agency Legal Counsel providing advice and litigation defense services.

Accomplishments:

- *Hired through U.S. Attorney General's Honors Program upon graduating law school.*
- *Graduated with honors from the Federal Law Enforcement Training Center, Glynco, GA.*
- *Co-founder of agency's Litigation Branch in Central Office, to coordinate litigation nationwide and in the District of Columbia.*

EDUCATION

Nova Southeastern University, Fort Lauderdale, Florida
Juris Doctorate Degree, May 1990

- Magna Cum Laude
- Law Review
- Book Award: Criminal Law

University of Maryland, College Park, Maryland
Bachelor's Degree - Law Enforcement Major, May 1986

ADDITIONAL SKILLS

- Licensed Attorney in good standing in Maryland, Florida, and the U.S. Supreme Court.
- Top Secret Security Clearance (SCI).
- Expert in federal regulations process (Administrative Procedures Act) and federal agency program, policy, and procedures development.
- Expert legal, technical, and analytical writing skills.
- Experienced public speaker, presenter, and trainer.