

# MICHAEL R. PERRONE

## PROFILE SUMMARY

Well-accomplished law enforcement leader with extensive training in supervisory and investigative methodologies, including advanced training in executive leadership, crisis intervention, and public safety management. Demonstrated ability to enhance operational strategies and foster significant community engagement through smart policing initiatives. Provide strategic insights and effective mentorship in a high-stakes profession, with a strong commitment to upholding the highest standards of law enforcement. Proficient in leveraging data-driven approaches for crime prevention and maintaining robust partnerships with governmental and community organizations.

## CORE QUALIFICATIONS

Law Enforcement Leadership | Community Policing | Public Safety | Investigative Procedures | Crime Prevention | Inter-Agency Collaboration | Strategic Planning | Intelligence Analysis | Emergency Response | Team Leadership | Budget Preparation | Public Relations | Data-Driven Decision Making | Internal Investigations | Policy Development | Training and Development | Compliance Monitoring | Operational Efficiency | Accreditation

## PROFESSIONAL EXPERIENCE

**Somerville Police Department, Professional Standards Unit | Somerville, MA**  
**Office of Professional Standards - Unit Commander (Lieutenant)** 2/2021 – Present

- Conduct rigorous internal investigations to protect the integrity of the Somerville Police Department and ensure compliance with department policies, procedures, rules, and regulations.
- Implemented the Police Reform Act of 2020 for the Somerville Police Department and currently manage officer recertification in adherence with Peace Officers Standards and Training Commission (POST) requirements.
- Oversee accreditation processes in accordance with Massachusetts Police Accreditation Commission standards, ensuring best practices and compliance.
- Assist in the development of the department's fiscal budgets and strategic plans, collaborating with city officials to align fiscal and operational objectives.
- Lead vetting processes and participate in the recruitment of new police officers, ensuring all candidates meet POST certification requirements and departmental standards.
- Communicate effectively with the public and media, with experience in crafting press releases and managing responses to major incidents.
- Manage and coordinate public records requests in partnership with the City of Somerville's Law Department.
- Update and reinforce departmental policies and procedures, including a comprehensive rewrite of the Rules and Regulations Manual.
- Facilitate training and professional development programs for police officers and supervisors, promoting best practices and compliance with accreditation requirements.
- Innovate and integrate new technology solutions to enhance operational efficiency and transparency in police activities.

**Somerville Police Department, Criminal Investigation Division | Somerville, MA**  
**Family Services Unit Supervisor and General Detective Unit Supervisor (Detective Sergeant)** 2/2018 – 2/2021

- Led investigative efforts for major cases while supervising teams of investigators in the Family Services and General Detective Units.
- Responsible for case assignment, case management, and investigative oversight in the Criminal Investigation Division.
- Directed complex criminal investigations, including domestic violence and sexual assaults, achieving optimal case resolutions.
- Innovated investigative methods by implementing a team-based approach, enhancing solvability rates and investigator satisfaction.
- Developed and standardized training programs within the Criminal Investigation Division, improving investigative skills and performance through effective cross-training.
- Coordinated with state agencies and community groups to enhance victim protection and crime deterrence efforts.
- Managed sex offender registration and served as the primary liaison to the Sex Offender Registry, ensuring compliance and coordination.
- Cultivated partnerships with community stakeholders and contributed to community engagement initiatives by participating in Hate Crime forums and community dialogues to address local criminal activity, foster public communication, and build trust with citizens.
- Authored key department policies on harassment, missing persons, and police surveillance, influencing city-wide regulations and improving public safety strategies.
- Created a web-based hate crime reporting form to increase accessibility and ease of reporting for the community.
- Conducted performance evaluations for civilian subordinates, setting clear objectives and fostering professional development.

## **Somerville Police Department, Patrol Operations | Somerville, MA**

### **Patrol Division Supervisor (Patrol Sergeant)**

4/2017 – 2/2018

- Managed the deployment of officers across designated geographic zones, supervising performance, addressing deficiencies, and recognizing exemplary service.
- Monitored radio communications to maintain awareness of patrol activities and performed regular field checks.
- Coordinated training and professional development opportunities for officers to enhance career progression.
- Led incident command during emergencies, directing operations to safeguard officer and public safety.

## **Somerville Police Department, Criminal Investigation Division | Somerville, MA**

### **General Detective**

2/2016 – 4/2017

- Conducted detailed crime scene examinations and evidence collection, leveraging advanced interview and interrogation techniques to gather key information from various parties involved.
- Executed search and arrest warrants, ensuring legal compliance and procedural accuracy.
- Collaborated closely with prosecutors to strategize investigative approaches and prepare effective court presentations.
- Developed confidential sources to enhance intelligence on ongoing and future criminal activities.
- Led undercover operations that successfully identified and apprehended suspects.
- Supported victims, witnesses, and accused individuals in accessing mental health and substance abuse treatments.
- Engaged in multi-jurisdictional collaborations on significant criminal cases, enhancing investigative reach and impact.
- Delivered presentations on case progress and crime trends during Crime Stat meetings to inform and update law enforcement strategies.
- Performed comprehensive background checks on candidates applying to the Somerville Police Department, ensuring high recruitment standards.

## **Somerville Police Department, Patrol Operations | Somerville, MA**

### **Assembly Row Neighborhood Policing Unit**

11/2014 – 7/2015

- Served in multiple roles including Patrol Officer, Community Police Officer, and Investigator to promote public safety in a densely populated urban area.
- Developed SARA (Scanning, Analysis, Response, and Assessment) models to proactively address and resolve public safety concerns.
- Generated detailed Field Interview and Observation (FIO) reports to track suspects, documenting their activities and behaviors.
- Collaborated with the Crime Analysis Unit to share vital intelligence with other officers and law enforcement agencies.
- Established and maintained strong partnerships with local businesses and community members to enhance crime prevention efforts.

### **Patrol Officer**

2/2011 – 1/2016

- Responded to emergency and non-emergency calls, administered medical aid, secured crime scenes, interviewed witnesses, effected arrests, and prepared incident reports.
- Managed detainee processing, identified crime hotspots, and led high-visibility patrols to deter criminal activity.
- Engaged in "Smart Policing" initiatives by conducting field interviews and creating intelligence reports to enhance safety measures.
- Collaborated with external agencies to share intelligence, contributing to the identification and apprehension of suspects and high-risk individuals.
- Provided mentorship for at-risk youths, offering guidance to divert them from criminal activities.
- Employed community policing methods during patrols to strengthen community relations and enhance public trust.

## **OTHER PROFESSIONAL EXPERIENCE**

Fidelity Investments, The Crosby Company, Salem, NH | Trust Administrator and Senior Operations Analyst | 12/2006 - 2/2011

MFS Investment Management, Boston, MA | Asset Control Specialist II | 6/2005 - 12/2006

Fidelity Investments, FPCMS, Boston, MA | Senior Operations Analyst, Position and Bank Reconciliation | 9/2003 - 6/2005

## **EDUCATION**

M.A. in Criminal Justice, University of Massachusetts Lowell, Lowell, MA, February 2020 (4.0 GPA)

Graduate Certificate in Security Studies, University of Massachusetts Lowell, Lowell, MA, August 2018

B.S. in Business Administration, Rivier University, Nashua, NH, May 2003

## **SPECIALIZED TRAINING AND CERTIFICATIONS**

### **Leadership and Supervisory Training**

- 🚩 FBI-LEEDA 4th Culture and Diversity Institute, Haverhill, MA, March 2024
- 🚩 Public Relations and Media Relations for First Responders, John Guilfoil Public Relations Academy, April 2023
- 🚩 Police Budget Seminar, Commonwealth Police Legacy Inc., Burlington, MA, May 2022
- 🚩 Reimagining Policing: Strategies for Building Community Relations that Last, National Criminal Justice Training Center, August 2021

- 🚒 FBI-LEEDA 453rd Executive Leadership Institute, Hampton, NH, November 2021
- 🚒 Meta-Leadership, Harvard Kennedy School of Government, Center for Public Leadership, Somerville, MA, April 2021
- 🚒 Strategic Development for Police Agencies, Commonwealth Police Legacy Inc., Somerville, MA, February 2021
- 🚒 FBI-LEEDA 552nd Supervisor Leadership Institute, Duxbury, MA, January 2020
- 🚒 FBI-LEEDA 459th Command Leadership Institute, Medford, MA, January 2020
- 🚒 Leading Generations in the Workplace Certification, LHLN, Worcester, MA, September 2019
- 🚒 First Line Supervisor Training, Municipal Police Training Committee, Reading, MA, June 2017

### **Labor and Human Resources Training**

- 🚒 Responding to Accommodation Requests, MCAD, Boston, MA, Boston, MA, May 2024
- 🚒 Injured on Duty for Public Safety Managers, Municipal Police Institute, July 2023
- 🚒 Labor Relations for Public Safety Managers, Municipal Police Institute, April 2023
- 🚒 Management Rights for Public Safety Managers, Municipal Police Institute, April 2023
- 🚒 Background Investigation Training, Somerville, MA, November 2016

### **Personnel Investigations Training**

- 🚒 Conducting Internal Discrimination Complaint Investigations, MCAD, Somerville, MA, February 2024
- 🚒 Internal Affairs Personnel & Union Officials Training, Commonwealth Police Legacy Inc., Medford, MA, January 2022
- 🚒 Conducting Internal Affairs Investigations, Municipal Police Institute/APD Management, Woburn, MA, June 2021
- 🚒 Untruthfulness in Law Enforcement, Commonwealth Police Legacy Inc., Somerville, MA, April 2021
- 🚒 Use of Force Investigations for Police Supervisors, Massachusetts Police Institute, Woburn, MA, March 2021
- 🚒 FBI-LEEDA Internal Affairs Certification, Hampton, NH, November 2020

### **Investigative Training**

- 🚒 Sexual Assault Investigator Certification, Municipal Police Training Committee, Maynard, MA, June 2018
- 🚒 Trauma Informed Law Enforcement Training, Cambridge Police Department, Cambridge, MA, December 2017
- 🚒 Homicide Investigation Training, New England State Police Information Network, Franklin, MA, September 2017
- 🚒 Breaking and Entering Evidence Recovery Training, Municipal Police Institute, Acton, MA, October 2016
- 🚒 NEMLEC Police Foundation Criminal Investigator Training Course, NEMLEC, Chelmsford, MA, March 2016
- 🚒 The Reid School of Investigative Interviewing and Advanced Interrogation, Tewksbury, MA, January 2016
- 🚒 Cognitive Interview Training by Prof. Edward Geiselman (UCLA), Quincy, MA, November 2015
- 🚒 Basic and Advanced Search Warrant Training, Middlesex District Attorney's Office, Woburn, MA, January 2015

### **Other Police Training**

- 🚒 Massachusetts Public Records Law, Commonwealth Police Legacy Inc., October 2021
- 🚒 E911 and Dispatch Certification, APCO Institute, Maynard, MA, March 2020
- 🚒 De-Escalation Training, Sig Sauer Academy, Epping NH, October 2019
- 🚒 Explosive Threat Assessment Training, Center of Non-Verbal Communication, Somerville, MA, July 2017
- 🚒 MPTC Field Training Officer Certification, Municipal Police Training Committee, Canton, MA, June 2015
- 🚒 Crisis Intervention Team (C.I.T.) Certification, Community Outreach, Help, and Recovery Unit, Somerville, MA, October 2014
- 🚒 Spanish for Police Officers, Somerville, MA, March 2014
- 🚒 Rape Aggression Defense (R.A.D.) Instructors Course, Tufts University, Medford, MA, October 2013
- 🚒 National Child Passenger Safety Certification Training Program, Safe Kids Worldwide, Braintree, MA, September 2013
- 🚒 Massachusetts Municipal Police Training Academy (16TH M.P.O.C.), Reading, MA, July 2011

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## **LAW ENFORCEMENT AND ACADEMIC AWARDS**

- 🚒 Outstanding Graduate Student Award, School of Criminology, University of Massachusetts Lowell, May 2020
- 🚒 Cup-O-Joe Award (Mayor's Award), City of Somerville, April 2019
- 🚒 Unit Citation Medal, Somerville Police Department, December 2015
- 🚒 Life Saving Medal, Somerville Police Department, July 2015
- 🚒 Chief's Letter of Commendation, Somerville Police Department, April 2014

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## **LAW ENFORCEMENT ACTIVITIES**

- 🚒 Youth Academy Director, in charge of curriculum development, staffing, advertising, funding, and the overall supervision of instructors, Somerville Police Department
- 🚒 Instructor, Rape Aggression Defense, Tufts University and Somerville Police Department
- 🚒 Child Passenger Safety Program, Somerville Police Department
- 🚒 Field Training Officer, Somerville Police Department
- 🚒 Urban Area Security Initiative (UASI) Intelligence Sub-Committee Member, Somerville Police Department
- 🚒 Urban Area Security Initiative (UASI) Education/Training Sub-Committee Member, Somerville Police Department
- 🚒 Former Member and Treasurer, Somerville Police Department Honor Guard