

## **RICO ISIDORO**

### **Objective and Personal Statement:**

To further my professional development through training and experience as a Somerville Police Administrator in order to better serve and protect the citizens of Somerville, in accordance with Somerville Police Department's mission statement: *To provide effective and efficient law enforcement, emergency services, and community oriented non-criminal services that enhance the quality of life and reduce the fear of crime, through compassionate and vigilant leadership, in cooperation and conjunction with the citizens of Somerville.*

As an immigrant, and growing up in a family in which a family member had significant disabilities, I have firsthand knowledge and understanding of the importance of equity and inclusion, which guides my practice as a law enforcement professional. As well, within the Department, I have attempted to learn many different roles, so that I would have a better understanding of the responsibilities of each role and the areas within the Department that need improvement, in order to become a better leader.

### **PROFESSIONAL EXPERIENCE:**

*Police Sergeant, City of Somerville*, January 11, 2007 to present.

*Detail Supervisor*, July 2025 to present: Under the supervision of the Administrative Captain, responsible for the supervision of daily detail assignment officers at various detail locations. Conduct inspections of officers at all detail locations. Ensure that all work sites are providing safe passage for motor vehicles, pedestrians and bicyclists. Ensure that officers are present, attentive and are adhering to department policy and procedures related to details. Document any violations by vendors or officers working on the detail site. Investigate any complaints of improper work sites or street closures. Perform other such duties as assigned by the Chief of Police or his designee.

*Homeland Security/Special Operations Sergeant*, February 2022 to June 2025: Under the supervision of the Community Planning and Events/Special Operations Lieutenant, prepared and submitted Incident Action Plans, attended UASI meetings and worked with regional partners to address security needs. Prepared and submitted abstracts on security issues, which were then submitted to UASI for review. Authorized the use of specialized equipment and vehicles. Supervised and coordinated the use of Department personnel and resources for special events. Performed other such duties as assigned by the Chief of police or his designee.

*Traffic Unit Supervisor*, February 2022 to February 2023: Supervised the traffic officers on the first half shift. Coordinated the enforcement of the traffic laws, monitored traffic patterns and responded to citizen complaints.

*Community Policing Supervisor*, February 2020 to January 2022: Worked with City and private groups to coordinate activities that address specific neighborhood problems that might not respond to traditional police patrol. Addressed community issues using a problem-oriented policing approach, including scanning, assessing, responding and analyzing (SARA) the underlying circumstances that create problem incidents within assigned neighborhoods and districts. Supervised NPO's in community activities including food distribution to low income residents and distributing masks during the pandemic. Engaged with the Homeless Coalition during weekly outreach and assisted with City events such as the Farmer's Market. Advocated for the NPO's to have access to bicycles as well as the Department's two all-terrain vehicles. Also advocated for a Department SUV to be used as a community outreach vehicle. Upon request, spoke with Tufts University Professor Martha Pott's students regarding Community Policing. The students were enrolled in Professor Pott's course "School to Prison Pipeline."

## **PROFESSIONAL EXPERIENCE CONTINUED:**

*Patrol Supervisor*, January 2007 to January 2008, February 2009 to January 2015, and May 2017 to January 2020: Under the supervision of the Patrol Lieutenant, responsible for the efficient and effective performance of the police officers assigned to the shift. Ensured compliance with Department policies, procedures, rules and regulations. Handled all infractions by officers assigned and reported all violations up the chain of command. Monitored the proficiency, morale, discipline, training, conduct, appearance and strict attention to duty of all officers under my supervision. Assigned reports and reviewed for accuracy and completeness. Attended and/or conducted roll call briefings.

*Patrol Commander*, 2007-present: Have worked over two hundred shifts as the Patrol Commander. Responsibilities include supervising all operations and personnel within the Patrol Division and E-911. Conduct roll calls, disseminate information and materials, and inspect officers to ensure proper compliance with Department policies and procedures. Coordinate the deployment and activities of patrol personnel. Monitor and ensured the proper use of radio procedures, review police reports for accuracy and completeness and oversee the safety and control of detainees while in police custody.

*Detective Sergeant/Court Liaison*, February 2015 to May 2017: Maintained high professional standards and relations with all Massachusetts courts, the probation department, parole officials, the Clerk Magistrate of the Somerville District Court and his staff, and all personnel attached to the Middlesex County District Attorney's Office. Ensured that all members of the Somerville Police Department performed their duties in accordance with all Department regulations, policies and procedures while in court. Worked closely with prosecutors in the management, prosecution preparation and control of all assigned cases, and supervised both the Evidence Officer as well as the Court Liaison Officer.

*Detective Sergeant/General Investigations*, 2008 to 2009: Provided leadership and guidance to general detectives, coordinated follow up of investigations, supervised and assigned investigations to detectives, responded to calls, conducted investigations and provided court testimony.

***Police Officer, City of Somerville***: November, 1995 to 2007: Duties included preventative patrols of an assigned area for the general purpose of crime prevention and law enforcement, responding to service calls, investigating incidents, writing investigative reports, making arrests, mediating disputes, providing court testimony, providing Portuguese translation services to Somerville Police Department and other local police departments, and performing public relation duties.

***Union secretary***, 2006. Elected to the executive board of the Somerville Police Employees Association.

***Chief's pick, Somerville Police Gang Unit***, 2004: As part of the Criminal Investigation Division, job responsibilities included investigating all gang related offenses and other such crimes that require extended investigation.

***Massachusetts State Police, Special Police Officer, Massachusetts General Hospital***, March, 1988 to December, 1995. Duties included patrols of hospital grounds, responding to service calls, patient restraint as ordered, conducting incident investigations, writing reports, and making arrests.

***Suffolk County Deputy Sheriff appointment***, November, 1990 to December, 1995.

## **NOTABLE ACHIEVEMENTS:**

As the Detective Sergeant Court Liaison, worked with the evidence officer to implement the organization of the Somerville Police Department's evidence rooms. Ensured that property was returned to rightful owners and also supervised the disposal of all abandoned property in the custody of the Somerville Police Department. All property with any real value was sold through propertyroom.com or sold for scrap, with income earned going directly into the City's general fund. I arranged to have the Middlesex District Attorney's Office notify the Somerville Police Department of all closed court cases, allowing the Evidence Officer to start the process of purging all evidence related to closed cases. As a result of these changes, the Somerville Police Department was able to meet all evidence room requirements needed for certification/accreditation. As the Detective Sergeant Court Liaison, reduced court overtime which resulted in cost savings for the City.

As the union secretary for the Somerville Police Employees Association, worked with Acting Chief Bradley to resolve the problem of officers not applying for vacant detectives' positions. Conducted a survey with the union's membership and the results were presented to Acting Chief Bradley. A new schedule was implemented and included as part of the contract negotiations and continues to be the schedule utilized by the Department.

Also through the union's executive board, proposed recommendations that Aldermen William Roche and Mary Anne Houston introduced to the Board of Alderman and which were incorporated into a City ordinance that removed the Somerville Police Chief position from civil service.

## **PROFESSIONAL COMMENDATIONS/RECOGNITION:**

City of Somerville, Mayor Joseph Curtatone, Letter of Gratitude, 2021  
Somerville Police Department, Letter of Recognition, 2017  
Somerville Police Department, Honorable Service Award, 2013  
Somerville Police Department, Unit Citation Award, 2008  
Medford Police Department, Letter of Gratitude, 2004

## **TRAINING:**

Certification of Completion of CJIS and NCIC Training, (7/10/25)  
CPR/FR Recertification, (4/10/25)  
Nighttime/Low Light Firearms Training, (3/04/25)  
City of Somerville Assigned Security Training, (1/29/25)  
Conflict of Interest Law for Municipal Employees 2025, (1/29/25)  
Academic Instructor Development Course (3-Day), (1/21/25 to 1/23/25)  
Officer Wellness: We Are What We Do, (1/28/25)  
Freedom to Communicate: Deaf/Hard of Hearing, (1/28/25)  
Victims of Human Trafficking, (1/28/25)  
Freedom of Speech / Freedom and Hate: Speech, Crimes and Groups, (01/07/25)  
Hazardous Materials for First Responders, Awareness Level, (12/10/24)  
FY24 MPTC Legal Updates, (12/09/24)  
Commonwealth Fusion Center 6<sup>th</sup> Annual Faith-Based Organizations Safety & Security Seminar, (11/12/24)  
Railroad Emergency Preparedness for First Responders, (10/17/24)  
Use of Force / freedom of Assembly: Crowd Control, (10/16/24)  
Annual Firearms Training/Qualification, (9/10/24)  
CIT Recertification, (3/21/24)  
Police Reform and the Post Commission, (1/19/24)  
CPR/First Aid, (1/19/24)  
Officer Wellness, (1/15/24)  
Report Writing and Courtroom Testimony, (12/22/23)

## **TRAINING CONTINUED:**

MPTC Legal Updates, (11/28/23)  
Annual Firearms Training/Qualification, (10/30/23)  
Criminal Procedure, Criminal Law, Motor Vehicle Law, (8/7,9,11/23), John Sheft  
Principles of Bias Free Policing, (6/21/23)  
Preventing and Addressing Sexual Harassment in the Workplace for Supervisors, (6/14/23)  
Firearms Training, (5/09/23)  
Crime Scene Safety, (3/29/23)  
Law Enforcement Advanced Casualty Care, (3/29/23)  
The Disability Community Cultural Competency for First Responders, (1/27/23)  
CPR/First Responder, (12/30/22)  
Preventing Officer Crises, (12/29/22)  
Hate Crimes, (12/29/22)  
Duty to Intervene, (12/28/22)  
Officer Response to Interpersonal Violence, (12/28/22)  
Trauma Informed Policing, (12/27/22)  
Frontline Digital Evidence, (12/27/22)  
Legal Update Training, (12/26/22)  
Integrating Communication, Assessment and Tactics (ICAT), (6/29/2022)  
Juvenile Law Updates/De-Escalation, (6/29/2022)  
Procedural Justice and Implicit Training, (6/27/2022)  
POST Promotional Suicide Prevention Training, (9/03/2021)  
Crisis Intervention Team Training, (12/18/2019)  
Crisis Intervention Team Training 2, (11/21/2019)  
Sig Sauer Academy De-Escalation Training, (11/12/2019)  
Blue Courage, (5/21/2019)  
CJIS & NCIC, (7/02/2018)  
Managing Property and Evidence in Law Enforcement, (5/01/2015)  
Supervisor Liability Seminar, (6/05/2014)  
Conflict Resolution Sensitivity Awareness Training, (2014)  
Specialized Training, Defensive Tactics, Use of Force, (4/05/2013)  
Specialized Training, F.I.O., Smart Policing, Operation RAZOR, (4/05/2013)  
Conflict of Interest Law, (3/14/2013)  
Mental Health First Aid, (4/24/2012)  
Specialized Training, Legal Update, (4/23/12)  
NJIS and NCIC Training, (7/01/2010)  
Buccal DNA Collection Training (2008)  
Active Shooter Response Training, (1/15/2008)  
Introductory Training in Response to Active Shooter Incidents, (1/08/2008)  
Sergeants' Basic Training Program, (2007)  
In-Service Training Program, (2007)  
First Responder Training, (4/20/2006)  
Legal Update Training, (4/20/2006)  
CPR Training, (4/20/2006)  
Firearms Training/Qualification, (12/09/2005)  
Law Enforcement WMD & Hazardous Materials Course, (8/24/05)  
Certificate of Achievement from Emergency Management Institute (FEMA), (2005)  
Terrorist Tactics-Technology Training, (5/15/2004)  
Homeland Security/Critical Incident Training, (5/15/2004)  
Legal Update Training, (5/16/2003)  
Legal Update Training, (4/07/2003)

**TRAINING CONTINUED:**

Covert and Surreptitious Building Entries, (1/31/2003)  
First Responder/AED Training, (5/24/2002)  
CPR Training, (5/23/2002)  
Legal Updates Training, (2/21/2002)  
Firearm Training and Shotgun Familiarization, (11/05/2001)  
Hand Held Metal Detector Training, (11/05/2001)  
Less Lethal Projectile Training, (10/23/2001 and 11/05/2001)  
Massachusetts Enhanced 9-1-1 Telecommunicator Course, (5/16/2001)  
Community Policing Training, (3/01/2001)  
Racial Profiling Training, (3/01/2001)  
Civil Liabilities/Law Enforcement Training, (2/28/2001)  
Stress Management Training, (2/28/2001)  
Legal Update Training, (2/26/2001)  
LEAPS/CJIS Training in Policies and Procedures, (8/24/1999)  
Basic Police Procedures Training, (8/24/1999)  
CPR Training, (3/29/1999)  
Crime Scene Search Training, (3/29/1999)  
First Responder Recertification Training, (3/29/1999)  
Legal Update Training, (3/29/1999)  
Officer Survival Training, (3/29/1999)  
Communication/Report Writing Training, (3/23/1999)  
CPR Training (3/23/1998)  
First Responder Training, (3/23/1998)  
Legal Update Training, (3/23/1998)  
Sexual Harassment Workshop, (3/23/1998)  
Specialized School in Rape Investigation, (3/09/1998-3/13/1998)  
First Responder Recertification Catch Up Training, (9/29/1997)  
CPR Training, (9/30/1996)  
First Responder Training, (9/30/1996)  
Legal Update Training, (9/30/1996)  
Motor Vehicle Update Training, (9/30/1996)  
Officer Survival Training, (9/30/1996)  
Response Critical Incidents Training, (9/30/1996)  
Somerville Police Academy, (11/1995-3/1996)  
Infrared Breath Test Certification, (3/13/1996)  
Specialized School, DWI Detection and Standard Field Sobriety Testing, (2/14/1996)  
Enhancing Patient and Employee Experience (Massachusetts General Hospital), (12/19/1994)

**EDUCATION:**

M.S., Criminal Justice Administration, 2001. Western New England College, Springfield, MA  
B.A., Criminal Justice, 1999. Curry College, Milton, MA  
High School Diploma, 1985 Somerville High School, Somerville, MA