

Richard Charles Lavey

COMMITMENT

To provide transformational and authentic leadership by providing mentoring, guidance, and ethical example setting so the values of the Somerville Police are realized and maintained to achieve our purpose. To continuously pursue opportunities to learn and further professional development and growth. To assiduously foster and provide for a police department committed to best practices through community policing with an emphasis on procedural justice, earning public trust, transparency, professional development and officer wellness.

Core Competencies and Areas of Expertise

Transformational Leadership	Operational Best Practices	Investigative Best Practices
Authentic Leadership	Education & motivation	Relationship Building

PROFESSIONAL EXPERIENCE

April 2015 to
Present

Somerville Police Department, Somerville, MA

Lieutenant-Watch Commander

Promoted to the rank of Lieutenant and immediately assumed the position of Division Commander. As the Officer-In-Charge, I am the highest ranking officer on the Last-Half Division. I lead by example and facilitate the learning of core policies and Massachusetts Laws through a new training question each day.

March 2011 to
April 2015

Somerville Police Department, Somerville, MA

Sergeant-Detective

Promoted to the rank of Sergeant and immediately assumed the position of the Family Service Unit Supervisor. I immediately improved the hygiene conditions of the unit, advocated for policy change and additional personnel. Through my leadership, I improved the quality of work performed and made the Somerville Police Department better service providers through professional development, policy change, and best practices.

February 2007 to
March 2011

Somerville Police Department, Somerville, MA

Patrolman

Responsibilities include; Assigned to the East District assuming regular patrol duties and training new recruits as a FTO.

February 2003 to
January 2007

Somerville Police Department, Somerville, MA

Detective

Responsibilities included; initially assigned to the Family Services Unit, conducting investigations of sexual assaults, domestic violence, hate crimes (Hate Crimes Officer), and maintaining the sex offender registry.

October 2001 to
January 2003

Somerville Police Department, Somerville, MA

Patrolman

Responsibilities included; assigned to days as a station-man, worked as booking officer, assisted 911 call takers, and handled walk-in complaints from citizens.

February 2000 to
September 2001

Boxborough Police Department, Boxborough, MA

Patrolman

Responsibilities included; regular patrol duties and participating in community policing programs such as mountain bicycle patrols and motorcycle patrols at community events.

May 1996 to
February 2000

Somerville Housing Police, Somerville, MA

Criminal Investigator

Responsibilities included; responding to 911 calls, conducting narcotic investigations, and participating in community policing events.

EDUCATION

January 2003 to
January 2004

Western New England College, Woburn, MA

Graduate of Master's Program in the science of criminal justice administration.

January 2001 to
December 2002

Western New England College, Woburn, MA

Graduate of Bachelor of Science Program in the science of criminal justice.

June 1999 to
December 2000

Bunker Hill Community College, Charlestown, MA

Enrolled in an Associate Degree Program in the science of criminal justice. I also studied the Spanish language.

October 1996 to
March 1997

Massachusetts Criminal Justice Training Council, Canton, MA

Graduate of the Fifth Municipal Police Officers Class at the Canton Regional Police Academy.

PROFESSIONAL DEVELOPMENT

April 2019

Commonwealth of Massachusetts

911 NEXT GEN

Completed two-day course in the use of the latest 911 texting technology.

March 2019

FBI-LEEDA

Command Leadership Institute

A five-day course designed to instruct students on the professional development of leadership skills at the command staff level.

March 2019

FBI-LEEDA

Supervisor Leadership Institute

A five-day course designed to instruct students on the professional development of leadership traits and how transformational leaders impact the police profession at the supervisory level.

- June 2017 **Municipal Police Institute (MPI)**
Command Staff Development Training
A two-day course taught by Alfred P. Donovan outlining management rights, collective bargaining, impact bargaining, changing past practices, implementation of new policies after reaching impasse, and police administrator's right to assign.
- March 2017 **BOATS**
Basic Boat Crew Member
Completed a thirty-five hour course on the maritime skills needed to be a crew member of a law-enforcement marine unit. The training covered basic boat navigation & chart plotting, man overboard and water rescue, boat towing, and basic boat operation.
- March 2017 **Municipal Police Institute (MPI)**
2017 Presidential Orders: Immigration & Police Responsibilities
Completed a four-hour seminar on the new Presidential Executive Orders regarding immigration, deportation, and the role of local police departments.
- October 2016 **National Alliance on Mental Illness (NAMI)**
Crisis Intervention Team
Completed forty hours of training relating to numerous issues concerning; mental health, homeless populations, veterans, Alzheimers, crisis intervention, suicide intervention, negotiation skills, cultural awareness, and substance abuse disorders.
- February 2016 **Commonwealth Police Services**
Background Investigator
Completed a one-day class on conducting background investigations on police officer applicants.
- November 2011 **Wicklander-Zulawski & Associates**
Basic Course of interviewing and interrogating
Completed twenty-four hours of specialized training in using the soft-accusation approach during interrogation. I was selected to attend this three-day training to evaluate the course and provide feedback to the Wicklander & Zulawski Corporation.
- August 2011 **John E. Reid and Associates**
Interviewing and interrogating suspects of child abuse
Completed twenty-four hours in the advanced training in the specialized field of interviewing and interrogating child abuse offenders.
- September 2006 **John E. Reid and Associates**
Advanced Course on Interviewing and Interrogation
Completed sixteen hours of advanced training in the John Reid Interviewing and Interrogation method. This course provided extensive insight into the theme development stages of the interview process.
- July 2005 **John E. Reid and Associates**
Basic Course of Interviewing and Interrogation
Completed twenty-four hours of training in the John Reid Nine-Step Behavioral Analysis Interview and Interrogation Technique.
- January 2004 **Massachusetts Police Institute**
Basic Latent Finger Print Recovery
Completed forty hours of training in the recovery of latent fingerprints. This class was instructed by Special Agent Charles Walsh (retired) of the Federal Bureau of Investigation.

June 2002

Massachusetts Criminal Justice Training Council, Reading Academy
Rape/Sexual Assault Investigation & Certified In Collection of DNA Evidence

Completed forty hours of training in the investigation of sexual assault offenses and the collection of DNA evidence.

April 2002

Somerville Police Department

Basic Crime Scene Investigation

Completed forty hours of training in Basic Crime Scene Investigation inclusive of; latent finger print recovery, recognition of blood spatter, and impression evidence recovery.

February 2002

Somerville Police Department

Field Training Officer

Completed forty hours of training and became certified as a Field Training Officer.