

Michael R. Perrone

Acting Lieutenant | Sergeant | Detective | Patrol Officer | Trust Administrator | Sr. Trust Operations Analyst | Asset Control Specialist II

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

Work Experience

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- 2/2021 – Present** **Somerville Police Department, Professional Standards Unit** **Somerville, MA**
Professional Standards Unit Lead Investigator/Unit Commander (Police Acting Lieutenant)
- Uphold public trust by ensuring that Department personnel are complying with all policies and conduct internal investigations related to employee misconduct
 - Manage the Somerville Police Department's drug and alcohol testing program
 - Review Use of Force incidents for compliance with department policy and conduct audits of Officers flagged for employing force outside statistical norms
 - Enter internal affairs investigation reports into IAPro to ensure that the database is up to date which allows for efficient and accurate responses to public records requests and internal audits
 - Coordinate public records requests with the Law Department to ensure compliance with public records laws
 - Serve City and Department correspondence to SPD Employees (IE: discipline, administrative leave, and hearing notices)
 - Ensure compliance with all Police Reform Standards as required by the Peace Officers Standards and Training Commission (POST)
 - Ensure the Somerville Police Department maintains current Massachusetts Police Accreditation Commission (MPAC) standards for accreditation
 - Prepare, revise, and issue Department policies, special orders, procedures, and rules and regulations at the direction of the Chief of Police
 - Participated the City of Somerville's effort in revising and rewriting its Memorandum of Understanding between the School Department and the Police Department
- 2/2018 – 2/2021** **Somerville Police Department, Criminal Investigation Division** **Somerville, MA**
Family Services Unit Supervisor and General Detective Unit Supervisor (Police Detective Sergeant)
- Supervised General Detectives and Family Services Detectives and reorganized the units to manage an increased caseload of 35% with significantly less staffing
 - Conducted, supervised, and managed thorough investigations involving domestic violence, sexual assaults, hate crimes, child abuse, robberies, cold case homicides, weapons offenses and other instances of serious criminal activity to ensure the best possible case disposition
 - Reinvented the investigative philosophy at the Somerville Police Department by implementing a team based design for investigating major cases, resulting in increased job satisfaction and higher solvability rates
 - Resolved training deficiencies within the Criminal Investigation Division by instituting standardized training programs for investigators and by identifying synergies in assignments where cross training enhanced job performance
 - Coordinated with state agencies like DCF, the Disabled Person Protection Commission and others to keep victims of abuse safe and managed sex offender registration while acting as liaison between the Sex Offender Registry and the City of Somerville
 - Worked in conjunction with groups like the Somerville Women's Commission, RESPOND, and the Somerville Human Rights Commission to increase awareness of potential victimization and deter crime
 - Participated in hate crime forums held by the Somerville Human Rights Commission to update the public on hate related incidents and built relationships to reduce the fear of reporting
 - Worked on a team which created and authored the City of Somerville's harassment and conduct policy
 - Completed performance evaluations and established goals with subordinates (civilian staff)
 - Built a web based hate crime reporting form making reporting more flexible and accessible
 - Authored the Somerville Police Missing Persons policy which outlined a more comprehensive strategy for locating juveniles, the elderly, and people with disabilities
 - Drafted Impact Reports related to police surveillance which assisted the Somerville City Council in passing ordinances regulating the use of certain technologies

- 4/2017 – 2/2018** **Somerville Police Department, Patrol Operations** **Somerville, MA**
Patrol Division Supervisor (Police Sergeant)
- Supervised up to ten Patrol Officers per shift and ensured that all patrol personnel were assigned to a patrol area and understood their duties and responsibilities
 - Monitored radio traffic to keep informed of personnel activities and conducted field checks
 - Assigned Officers to training and educational seminars to aid in their career development
 - Assumed command at incident scenes during emergency situations and issued assignments, orders, and instructions to personnel which ensured their safety as well as public safety
 - Audited the statistics of subordinates and addressed deficient employees and executed administrative actions against employees who violated department policies, rules, and regulations
 - Investigated instances of superior performance by subordinates and ensured that they received proper recognition and awards
 - Provided informal instruction and guidance to department personnel to relay information regarding new policies and procedures, to correct subordinate deficiencies, and to reinforce previous learning
- 2/2016 – 4/2017** **Somerville Police Department, Criminal Investigation Division** **Somerville, MA**
General Detective
- Examined and managed crime scenes to obtain clues and evidence and gathered facts and statements from complainants, witnesses, and accused persons using advanced interview and interrogation tactics
 - Built relationships with community partners to learn about possible criminality within the community
 - Prepared and executed search warrants and arrest warrants
 - Reviewed and discussed the details of specific investigations with prosecutors to plan investigatory strategy and prepare for court presentation
 - Developed informants to cultivate information about past and potential criminal activity
 - Led undercover operations in which criminals were identified and apprehended
 - Assisted victims, witnesses and accused persons in obtaining treatment for mental health and substance abuse issues
 - Worked with law enforcement associates on major criminal investigations which affected multiple jurisdictions
 - Presented cases and crime trend briefings at CrimeStat meetings
 - Performed background investigations on potential candidates who applied to the SPD
- 2/2011 – 1/2016** **Somerville Police Department, Patrol Operations** **Somerville, MA**
Alpha Unit
- Performed the duties of a Patrol Officer, Community Police Officer and Investigator
 - Built SARA models to identify and remedy public safety issues
 - Completed numerous FIO reports to identify suspects, their movements, and their behaviors
 - Coordinated with the Crime Analysis Unit to disseminate crucial information to other Officers and Agencies
 - Forged strong relationships with businesses and their employees to collaboratively combat crime
- Patrolman**
- Successfully performed the duties of a Patrolman including: responding to basic and emergency calls for service, rendering medical aid, securing crime scenes, interviewing witnesses, effecting lawful arrests, and filing reports
 - Processed prisoners taken into custody, identified hot spots, and conducted high visibility patrols to reduce crime
 - Embraced the “Smart Policing” initiative by conducting field interviews and observations while also creating valuable intelligence reports
 - Corresponded with outside agencies to exchange field intelligence leading to the identification of suspects and the identification of potential violent offenders
 - Provided life advice to juveniles potentially steering them away from criminal enterprises
 - Incorporated community policing into daily patrol duties
- 12/2006 - 2/2011** **Fidelity Investments, The Crosby Company** **Salem, NH**
Trust Administrator and Senior Operations Analyst
- Managed the investments and assets of high net worth clients
 - Supervised the execution of complex transactions from their infancy to ensure the end result met client expectations
 - Executed trades of institutional money market funds to finance security purchases and bill-pay accounts
 - Engineered a data set upload for quarterly tax payments eliminating the manual input of thousands of transactions
 - Corresponded with The Crosby Company’s Curatorial Department on the purchase of artwork and antiques
 - Analyzed, set up and maintained trusts for clients and generated various types of financial statements
 - Built a database that reconciled partnership activity and generated financial reports
 - Wrote detailed procedures outlining several existing and new business processes
 - Conducted efficiency analysis of various business processes and implemented improvements to those methods
 - Corresponded with international business partners for the purpose of resolving account issues

6/2005 - 12/2006

MFS Investment Management

Boston, MA

Asset Control Specialist II

- Was fully responsible for the reconciliation of cash and share positions within MFS funds
- Executed foreign exchanges to ensure that the maximum amount of currency was invested into various assets
- Took the lead role in Sarbanes Oxley compliance reporting by reviewing and analyzing fund performance
- Analyzed, adjusted, and created tax tables allowing the Asset Control group to work more efficiently
- Calculated and verified the total market value of MFS funds and utilized this information for monthly SEC regulatory reporting

9/2003 - 6/2005

Fidelity Investments, FPCMS

Boston, MA

Senior Operations Analyst, Position and Bank Reconciliation

- Fully responsible for the reconciliation of share positions and interest accruals within Fidelity Funds
- Resolved accounting issues such as: returned wires, encoding errors, redemption issues, purchase issues, fees, etc.
- Led teams of co-workers in completing Sarbanes Oxley compliance reports

Specialized Training and Certifications

- Untruthfulness in Law Enforcement, Commonwealth Police Legacy Inc., Somerville, MA, April 2021
- Meta-Leadership, Harvard University, Somerville, MA, April, 2021
- Use of Force Investigations for Police Supervisors, Massachusetts Police Institute, Woburn, MA, March, 2021
- Strategic Development for Police Agencies, Commonwealth Police Legacy Inc., Somerville, MA, February 2021
- FBI-LEEDA Internal Affairs Certification, Hampton, NH, November, 2020
- E911 and Dispatch Certification, APCO Institute, Maynard, MA, March 2020
- 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
- Sexual Assault Investigator Certification, Municipal Police Training Committee, Maynard, MA, June 2018
- Trauma Informed Law Enforcement Certification, Cambridge, MA, December 2017
- Homicide Investigation Training, New England State Police Information Network, Franklin, MA, September 2017
- Explosive Threat Assessment Training, Center of Non Verbal Communication, Somerville, MA, July 2017
- First Line Supervisor Training, Municipal Police Training Committee, Reading, MA, June 2017
- Background Investigation Training, Somerville, MA, November 2016
- Breaking and Entering Evidence Recovery Training, Municipal Police Institute, Acton, MA, October 2016
- NEMLEC Police Foundation Criminal Investigator Training Course, 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
- MPTC Field Training Officer Certification, Canton, MA, June 2015
- Basic and Advanced Search Warrant Training, Middlesex District Attorney's Office, Woburn, MA, January 2015
- Crisis Intervention Team (C.I.T.) Certification, 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, Braintree, MA, September 2013
- Massachusetts Municipal Police Training Academy (16TH M.P.O.C.), Reading, MA, July 2011

Law Enforcement and Academic Awards

- Outstanding Graduate Student Award, School of Criminology, University of Massachusetts Lowell, May 2020
- Cup of Joe with Joe (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

Law Enforcement Activities

- Instructor, Rape Aggression Defense, Tufts University and Somerville Police Department
- Certified Technician, 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 Honor Guard