

Michael S. Cabral

10 Seneca Lane
Wilmington, MA. 01887
(617) 593-0539
LTMSC144@hotmail.com

Professional Experience

Deputy Chief of Police
Somerville, MA
December 20, 2011 - Present

Reporting to the Chief of Police, duties include Homeland Security/Emergency Preparedness, Criminal Investigation Division, and civilian personnel. Designated as Public Information Officer and, as such, serves as eternal spokesperson for the Police Department.

Acting Chief of Police
Somerville, MA
February 1, 2010 - December 20, 2011

Reporting to the Mayor, responsible for all internal and external activities, all operating divisions, 131 uniformed officers and civilian personnel within the department. Responsible for intergovernmental relations and for management of a \$15,000,000 budget. Managed ongoing relations with the two unions representing police officers in the city and non-sworn personnel.

Managed several crises during this period including three separate officer involved shootings; one in which a detective was gravely wounded; and two others in which suspects were fatally wounded by police officers. In these contexts, I managed additional physical and psychological damage inflicted upon officers of the department.

During this period, as well, I directly managed police operations associated with a severe flood in the city which crippled communications and required that police operations be temporarily relocated from headquarters; successfully managed complex issues

associated with the relocation of the Emergency 911 operations center, detective units as well as civilian personnel. Managed the expeditious replacement of twenty-four police vehicles, which were lost during the flood.

Deputy Chief of Police, Operations Section
City of Somerville
September 27, 2008 - February 1, 2011

Reporting to Chief of Police, responsible for patrol and traffic operations, community policing as well as other issues and operations as assigned by the Chief.

Police Captain
Somerville, MA
June 22, 2006 - September 27, 2008

Directly responsible for administrative operations including the Somerville District Court, Detail Office, Animal Control, Headquarters and Equipment as well as vehicle fleet.

Police Lieutenant
Somerville, MA
October 14, 2000 - June 22, 2006

Assignments included Patrol Division Commander, Academy Director, Professional Standards/Internal Affairs Commander, Emergency 911 Director and Northeastern Massachusetts Law Enforcement Council (NEMLEC) Commander.

Police Sergeant
Somerville, MA
July 27, 1993 - October 14, 2000

Assignments included Patrol Supervisor, Narcotics Unit Supervisor, and Motorcycle Unit Coordinator.

Police Officer
Somerville, MA
February 17, 1987

Assignments included four years in the Night Patrol Division and two years as a Narcotics Detective.

Police Officer
Dennis, MA
September 5, 1985 - February 17, 1987

Various patrol assignments within this Cape Cod town.

Auxiliary Police Officer
Somerville, MA
February 1982 - September 1985

Education

FBI National Academy
Federal Bureau of investigation
Quantico, VA
2001

Masters Degree, Criminal Justice
Anna Maria College
Paxton, MA
1995

Bachelor of Science Degree, Law Enforcement
Western New England College
Springfield, MA
1992

Professional Training

New Police Chief Certification

Ten week course including: Police Executive Training, Police Leadership Institute, Internal Affairs Investigation Course, Director E-911 Training, and Police Prosecutor Course and Budgeting Certification.

May 28, 2008

NEMLEC Platoon Commander

Responsible for the Regional Response Team to control civil disorders and crowd control associated with major events including the Democratic National Convention, Boston Red Sox World Series Celebrations, and national and international dignitary protection.

Massachusetts State Police

- Police Motorcycle Operator Certification
- Police Hostage Negotiator
- Police Accident Investigators Course
- Police Radar Operator
- Police Advanced Field Sobriety Testing
- Police Breathalyzer Operator
- Advances Narcotics Investigator Course

Massachusetts Criminal Justice Training Center

- Basic Police Recruit Certification
- Police Academy Instructor Course
- Street Level Narcotics Course

Commendations

- Boston Marathon Ribbon for Exemplary Service during bombing crisis
- Somerville, N.J Ribbon for assisting with Hurricane Sandy Relief
- Beyond the Call of Duty Award for organizing a police procession to Rutland, Virginia and comforting a child cancer victim, whose last wish was to receive birthday cards from Law Enforcement.

- Alexander McQuestion Award, Police Officer of the Year (Veterans Post 19)
- Somerville Police Department Life Saving Award (3x recipient)
- Somerville Police Department Honorable Service Award (3x recipient)
- Somerville Police Department Meritorious Service Award
- Somerville Police Department Unit Citation Award

Personal

Married to Debbie Cabral for 27 years; two children - Michael, 24 and Kristen, 22.

DAVID R. FALLON

59 Tyler Avenue, Medford, Massachusetts 02155 ▪ 617.755.0871 ▪ dfallon@police.somerville.ma.us

QUALIFICATIONS PROFILE

Analytical, forward-thinking, and committed professional offering progressive experience in law enforcement leadership. Proven ability to lead, motivate, and guide police officers toward the achievement of a cohesive community. I am pursuing a career as Chief of Police to further serve the citizens of Somerville while working to maximize the potential of each and every officer. Skilled at implementing crime reduction strategies using crime data analysis. Expert at dealing with critical situations while adhering to governing laws and regulations. Known for delivering high level of service and highly commended for work ethic, professionalism and unwavering ethics.

KEY ACCOMPLISHMENTS

- ❖ I have worked in conjunction with the Middlesex County District Attorney's Office to lead the Somerville Police Department's effort to pilot the Juvenile Jail Diversion Program. This program is one of the first in the county which provides juveniles with a diversion route through the court system and prevents a juvenile from obtaining a criminal record for a minor first offense. Now part of the fabric of the Somerville Police Department and currently widely implemented throughout Middlesex County, this program is an opportunity for juvenile offenders in Somerville to change their lives by steering them from the criminal justice system towards a life of achievement and opportunity.
- ❖ I have overseen the implementation of the Smart Policing Grant with the Bureau of Justice Assistance research team since 2012. Focused on establishing evidence-based, data-driven and problem-oriented policing through the implementation of Operation Razor (Regional Analytics for the Safety of Our Residents). Partnering with Cambridge and Everett we are part of the only regional Smart Policing initiative in the country. Over 250,000 pieces of data have been analyzed and an algorithm built from scratch to identify the top 100 cross jurisdictional offenders in our communities. Efforts are aimed at reducing recidivism and victimization. Current positive deliverables include a monthly High Risk Offender meeting and the creation of a uniform Field Identification and Observation Policy for all three departments.
- ❖ As District Captain I provided expert oversight and leadership to patrol officers and neighborhood police officers deployed to the east end of the city. During that 32 month period I shared responsibility with the West District Captain for Patrol Operations. By maximizing the potential of the officers under my command and empowering them to work hard, part one crimes were down 15 percent when compared to the previous 32 month time frame. An analysis of the last 12 months I spent as District Captain showed a 27% decline in robberies, a 37% decline in car breaks and a 38% decline in car thefts.
- ❖ I have lead the Somerville Police Department's endeavor to develop a Regional Crisis Intervention Team resulting in the establishment of the Training and Technical Assistance Center for Law Enforcement in Somerville. The Center will provide training and technical assistance to Somerville police officers and neighboring departments aimed at increasing literacy and response to individuals with psychiatric illness and co-occurring substance abuse disorders. This is a collaborative effort with the City's Health Department, Department of Mental Health and The National Alliance for the Mentally Ill and has produced a 40 hour skill based training curriculum which will provide officers with the skills to improve the outcomes for individuals whose primary involvement with the criminal justice system is due to behavioral issues and cognitive limitations.

WORK CHRONOLOGY

SOMERVILLE POLICE DEPARTMENT, SOMERVILLE, MA (1998-PRESENT)

Deputy Chief of Police

Sept 2013 -Present

Current duties include:

- ❖ Operations Deputy, responsible for Patrol Operations, Traffic Unit, North Eastern Mass Law Enforcement Council, Jail Diversion Program, Auxiliary Police, Smart Policing Initiative, Crisis Intervention Team, ROCA Program, Budgetary Issues and Disciplinary Issues in conjunction with command staff.

DAVID R. FALLON

59 Tyler Avenue, Medford, Massachusetts 02155 ■ 617.755.0871 ■ dfallon@police.somerville.ma.us

WORK CHRONOLOGY Cont.

Captain East District Commander	Feb 2011–Sept 2103 Feb 2011–Sept 2013
Lieutenant Division Commander Detective Lieutenant Professional Standards	Oct 2007–Feb 2011 Jan 2010–Feb 2011 Feb 2008–Jan 2010 Oct 2007–Feb 2008
Sergeant Detective Sergeant Domestic Violence Supervisor Patrol Supervisor	Jan 2004–Oct 2007 Feb 2007–Oct 2007 Jan 2006–Feb 2007 Sept 2004 –Jan 2006
Patrolman Detective Day Patrol Division	Dec 1998–Sep 2004 May 2002–Sept 2004 Dec 1998–May 2002

MILITARY EXPERIENCE

UNITED STATES AIR FORCE

Security Police	1987 – 1991
Retired, Master Sergeant, United States Air Force Reserve, 21 years of service	1991 – 2008

Deployed throughout the United States and the world while on Military Duty. Served 13 months in Area of Operation during Desert Shield/Storm as a member of a four man Fire Team. Wartime deployment in the country of Oman at Camp Nacirema. Spent 17 years in the United States Air Force Reserve and was promoted through the ranks, retiring at the rank of Master Seargent. Was trained in the Reserves as a Medic and lead medical response to numerous Mass Casualty Exercises establishing a deep appreciation for preparation and preparedness for major public safety events. Served as a Non-Commissioned Officer in Charge of Aerospace Medicine leading and managing all Medical Technicians to numerous Outstanding Unit Awards.

EDUCATION

- | | | |
|--------------------|---|--|
| ❖ JAN 2014 – PRES. | BOSTON LANGUAGE INSTITUTE | SPANISH LANGUAGE AND CULTURE I & II |
| ❖ JUN 2012 | FBI NATIONAL ACADEMY | CERTIFICATE OF ADVANCED STUDY, QUANTICO, VA |
| ❖ MAY 2002 | MASTER OF SCIENCE IN CRIMINAL JUSTICE | Western New England College, Springfield, Ma |
| ❖ MAY 2000 | ASSOCIATE IN APPLIED SCIENCE | Community College of the Air Force, Chicopee, MA |
| ❖ MAY 1997 | BACHELOR OF ARTS IN EXERCISE PHYSIOLOGY | University of Massachusetts, Boston, MA |

PROFESSIONAL AFFILIATIONS

- ❖ Member, Federal Bureau of Investigations (FBI) National Academy Associates
- ❖ Advisory Board Member, Somerville Boxing Club
- ❖ Corporator, East Cambridge Savings Bank
- ❖ Board member, CASPAR (Cambridge and Somerville Program for Alcoholism and Drug Abuse Rehabilitation)
- ❖ Member, Veterans of Foreign Wars, Logan Post, Somerville
- ❖ Member, Crisis Intervention Team International Organization

DAVID J. MARA
15 Highland Farms Drive
Bedford, New Hampshire 03110
(603) 396-3412
aramjd@aol.com

EDUCATION

NEW ENGLAND SCHOOL OF LAW Boston, MA
Juris Doctor May 1994

NORTHEASTERN UNIVERSITY Boston, MA
Bachelor of Science Degree in Criminal Justice June 1984

PROFESSIONAL EXPERIENCE

MANCHESTER POLICE DEPARTMENT Manchester, NH
Chief of Police April, 2008 – Present
Create and implement tactical and strategic plans, organize and implement the delivery of police services; provide sound fiscal management of the department; analyze crime data in order to efficiently utilize department resources, deploy personnel, and direct operations; create and maintain effective working relationships with local, state and federal law enforcement agencies, elected officials, and other outside agencies; oversee the enforcement of local, state and federal laws; testify before local and state legislative bodies on issues that impact law enforcement and public safety; collaborate with community members, groups and organizations in order solve neighborhood problems and improve public safety; coordinate community outreach through events, media and community involvement.

MANCHESTER POLICE DEPARTMENT Manchester, NH
Administrative Captain December, 2003 – April, 2008
Supervise Legal Division personnel; oversee adult and juvenile prosecutions; provide guidance to departmental personnel concerning arrest and prosecution issues; provide training to departmental personnel pertaining to Criminal Procedure; draft and implement various Standard Operating Procedures at the direction of the Chief of Police; chair and participate in various committees at the direction of the Chief of Police; act as liaison officer between police department and law firms representing the department in civil suits; oversee the proper investigation, registration, recording, and control of complaints which allege employee misconduct of criminal and non-criminal nature.

Prosecutor June, 1997 – December, 2003 Manchester, NH
Prosecute criminal and juvenile cases in Manchester District Court; represent the police department in disciplinary hearings; conduct legal research and advise the police department on statutes, ordinances and pending legislation; file various motions and memorandums of law in Manchester District Court; provide search and seizure training to new police officers; act as liaison officer between police department and Manchester District Court; prosecute disciplinary hearings on behalf of police department; plan, implement and oversee court overtime cutting programs; and represent police department at labor arbitration hearings.

Patrol Sergeant October, 1996 – June, 1997 Manchester, NH
Supervise the field operation of the uniform division; initiate proper police action to deal with complaints; assist with the training of the personnel assigned to the shift; interpret departmental rules, regulations and policies to employees; advise and assist subordinate personnel in law enforcement; make proper record of events that occur during shift; evaluate and counsel assigned subordinate personnel; conduct daily roll call and inspection.

OFFICE of the CITY SOLICITOR

Manchester, NH

Prosecuting Attorney September, 1995 – August, 1996

Represent the State of New Hampshire in prosecuting misdemeanor and violation cases in Manchester District Court; prosecute probable cause hearings for felony cases; participate in plea negotiations with defense attorneys; file and argue motions; conduct legal research and file legal memorandum; perform trial and witness preparation.

MANCHESTER POLICE DEPARTMENT

Manchester, NH

Police Officer September, 1986 – September, 1995

Protect life and property; preserve the peace; prevent crime; enforce all laws coming within departmental jurisdiction; identify criminal offenders and criminal activity and, where appropriate, apprehend offenders and participate in subsequent court proceedings; respond to all public emergencies; endeavor to maintain good community relations; enforce the parking ordinances and motor vehicle laws.

AFFILIATIONS

- New Hampshire Bar Association
- New Hampshire Chief's of Police Association (Executive Board Member)
- Hillsborough County Chief's of Police Association
- International Chief's of Police Association
- New England Chief's of Police Association

OTHER INFORMATION

- Board of Directors of the Greater Manchester Chamber of Commerce (2009 – Present)
- Board of Directors of the Members First Credit Union (2008 – Present)
- Board of Directors of the Manchester Police Athletic League (2008 – Present)
- Board of Directors of the Manchester Mental Health Center of Greater Manchester (2013 – Present)
- State of New Hampshire Disproportionate Minority Contact Committee (Co-Chairman) (2009 – Present)
- State of New Hampshire Judicial Selection Commission (2013 – Present)
- City of Manchester Task Force to End Homelessness (2008 – Present)
- City of Manchester Task Force on Immigrant and Refugee Integration (2010 – Present)

Thomas J. Wydra

TJW-1/4

PROFESSIONAL SUMMARY

Accomplished, energetic law enforcement executive with twenty-one years of police experience in the South Central region of Connecticut, serving in increasingly responsible management positions for the last fourteen years. These positions include Officer, Investigator, Sergeant, Lieutenant, Deputy Chief and Chief of Police.

- Goal oriented and motivated leader with a proven track record of effective, strategic and responsible management of human and financial resources producing short-term and long-term results.
- Active partner to all segments of a diverse community in addressing police related needs, with an emphasis on relationship building and customer service to achieve mutually beneficial results.
- Champion of department and individual ethics and integrity, with a focus on esprit de corps and transparency.
- Versatile and creative thinker with success in staff development, group dynamics and inter-agency relations.
- Effective communicator with a personal policy of maintaining twenty-four hour accessibility to all members of the community and staff through all means of modern communication.
- Promotes a team-oriented approach to accomplishing goals and objectives with staff members in administrative and operational decision-making to foster an atmosphere of inclusion and develop broader skill sets.
- Proponent of evidence-based policing strategies and the theory of police legitimacy.

RELEVANT AFFILIATIONS

- Connecticut Police Chiefs Association
- South Central Chiefs of Police Association, President
- FBI National Academy Associates

PROFESSIONAL EXPERIENCE

Hamden, Connecticut Police Department

2006 – Present Chief of Police

- Responsible for the management and leadership of 156 sworn and civilian employees, and an annual operating budget of \$12.35 million.
- Delivers community policing services to a diverse population of approximately 61,000 residents in over ten diverse neighborhoods.
- Responsible for the training, good conduct, and discipline of all department employees.
- Coordinates police activities with local, state and federal law enforcement agencies.
- Directs and organizes the assignment of personnel and develops operating objectives and work methods.
- Prepares the short-term and long range planning, strategy and goals for the department.

KEY ACCOMPLISHMENTS

- Maintained and expanded the most robust professional development training curriculum of any municipal police department in the State of Connecticut through mandated attendance at executive, management and first-line supervisory training programs and seminars for all department supervisors, as well as regularly scheduled workplace violence and sexual harassment prevention training for all employees.
- Coordinated the delivery of training programs with the Community Relations Service of the Department of Justice for all department personnel in the topic areas of Cultural Awareness and Anti-Racial Profiling in 2011 and 2012.
- Established strong working partnerships with Department of Justice agencies including the Federal Bureau of Investigation, United States Marshals Service, Drug Enforcement Administration, and the United States Attorney's Office through collaboration on investigative operations and the assignment of department personnel to increase and enhance the overall law enforcement staff deployment in Hamden.
- Enhanced collaborative relationships with local universities, including Quinnipiac University and Southern Connecticut State University.
- Played a leadership role in the design, development and project management of a new police facility that opened in May 2012.
- Implemented annual performance evaluations for all sworn personnel.
- Created and staffed a fully operational Computer Crimes Unit and laboratory that focuses on forensic computer examinations and cellular telephonic analysis, as well as undercover investigations.
- Implemented the modernization of technology systems including automated scheduling software, emergency medical dispatch software, on-officer wearable body cameras, as well as policy and procedures compliance software.
- Managed the establishment of an outsourced quality assurance program in the police/fire dispatch center, greatly enhancing and improving the emergency medical dispatch product delivered to end-users.

COMMUNITY OUTREACH

- Orchestrated the creation of two community police substations.
- Created a Community Liaison Unit with the primary mission of partnering with residents, communities and neighborhoods to reduce crime to its lowest possible level through crime prevention initiatives that include providing personal safety and business security risk assessment surveys with an emphasis on the concepts of crime prevention through environmental design (CPTED).
- Formed a Bicycle Unit with the specific goals of increasing the presence of uniformed police officers in targeted areas, while offering more face to face contacts with citizens, business owners and visitors.
- Maintained strong partnerships with community block watch groups, neighborhood civic associations, church leaders, Quinnipiac University, Southern Connecticut State University, elementary and secondary school administrators and parent/teacher groups, through frequent communication and collaboration on matters of mutual interest.

- 2005 – 2006 **Deputy Chief of Police/Division Commander**
- Managed, directed and coordinated all Investigative Services Division personnel and activities.
 - Assisted the Chief of Police with developing, enforcing and implementing Department policies, rules and regulations.
 - Assumed command of the department in the absence of the Chief of Police.
- 2002 - 2005 **Lieutenant/Shift Commander**
- Commanded a detail in the Uniform Services Division including personnel and resources engaged in field operations.
 - Reviewed reports and prepared work schedules.
 - Ensured that all laws were enforced and all department policies, rules and regulations were followed.
- 2000 - 2002 **Sergeant**
- Supervised a squad in the Uniform Services Division including personnel and resources engaged in field operations.
 - Conducted evaluations of probationary police officers and assisted in the field-training program.
 - Reviewed reports and conducted roll calls of personnel.
 - Ensured that all laws were enforced and all department policies, rules and regulations were followed.
- 2000 **Investigator- Statewide Auto Theft Task Force**
- Conducted long-term investigations throughout the State of Connecticut in the areas of auto theft crimes, insurance fraud, dealer and repair violations, as well as junkyards and “chop shops”.
 - Extensive work in the preparation and execution of search and seizure warrants, surveillance and undercover operations to accomplish Task Force objectives.
- 1996—2000 **Investigator- Street Crime Unit**
- Investigated all vice crimes, primarily narcotics violations.
 - Engaged in extensive undercover operations, surveillance, as well as the preparation and execution of search and seizure warrants to accomplish Street Crime Unit objectives.
- 1993 - 1996 **Patrol Officer**
- Patrolled an assigned sector and answered calls for service.
 - Investigated criminal and motor vehicle violations and arrested offenders.
 - Completed written reports for court.
 - Carried out all lawful commands and instructions of superior personnel.

PROFESSIONAL AWARDS

- 10 Letters of Commendation- Hamden Board of Police Commissioners
- 11 Letters of Recognition- Office of Chief of Police
- 6 Unit Citations- Hamden Board of Police Commissioners
- Connecticut Interlocal Risk Management Agency-Risk Management Achievement Award-2013
- United States Attorney's Award- 2004
- Official Citation- Certificate of Recognition- Dr. Henry Lee- 2004
- Hamden Elk's Police Officer of the Year- 2004
- Hamden Mayor's Recognition of Achievement Award- 2004
- Hamden Mayor's Recognition of Achievement Award- 2002
- Certificate of Special Congressional Recognition- 2002
- State of Connecticut Governor's Proclamation- 2002
- American Red Cross Heroes of New Haven County Award- 2002
- Mothers Against Drunk Driving Award- 1997

EDUCATION

2011 – 2013	Charter Oak State College, New Britain, Connecticut Bachelor of Science (BS), with Honors, Public Safety Administration
2005	University of Virginia, Charlottesville, Virginia
1992	South Central Community College, New Haven, Connecticut
1988 – 1989	Sacred Heart University, Fairfield, Connecticut

SPECIALIZED MANAGEMENT TRAINING AND CERTIFICATIONS

- First Line Supervision, 2000
- Middle Management, 2002
- Evaluating Dysfunctional Police Performance A-Z base approach, 2003
- Managing Civil Actions in Threat Incidents, 2004
- F. B. I. National Academy, 223rd Session, 2005
- Innovations in Police Management, University of New Haven, 2012
- Crime Analysis Applications, 2013