

PAUL M. PATRIARCA

Phone: [REDACTED] E-mail: [REDACTED]

September 21, 2022

Dear Hiring Manager,

I am excited to apply for the position of Chief of Police. I believe that my education and background, which includes 25 years of operational and administrative law enforcement experience, would make me a valuable asset to your community and a highly effective Police Chief. I earned a master's degree in Criminal Justice and I currently serve as a Sergeant with the Framingham Police Department. Throughout my career, I have consistently demonstrated strong moral, ethical, and family values. I have established myself as a strong and effective communicator with a track record of developing trust in the community, and fostering meaningful relationships with the general public and co-workers.

Highlights of my background and experience include:

- I currently serve as the Evidence Sergeant for the Framingham Police department, responsible for the daily operation and supervision of the evidence room and evidence officer.
- As a supervisor for Framingham's Emergency Management Team, I provide and coordinate training activities for members of the team on emergency preparedness and response.
- The completion of the Executive Development program, Intentional Leadership classes and all three levels of executive training with the FBI-LEEDA program.
- I have experience with procurement of fleet vehicles and communication equipment.
- I'm currently working with command staff on National Accreditation standards.
- I have taught several topics as an in-service training instructor including CPR, First Responder and Narcan administration.
- I have completed the initial Massachusetts Certification Public Purchasing Officials program (MCPPO) to gain a better understanding of fiscal responsibilities.

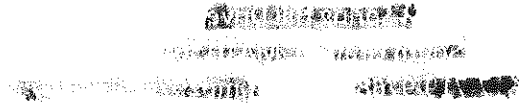
I have proven and applied my expertise and engaged in ongoing professional development in order to meet and exceed all objectives put before me. One such example is my position as the department's Communication Technician, where I oversee the department's two-way radio infrastructure. I have developed plans and creative strategies that were put in place and have become the working model for our organization.

My dedication, professionalism and strong ethics have made me the police supervisor I am today. I truly care about people and our mission in law enforcement. I treat people with the courtesy and respect that I would want for my family.

Thank you very much for considering me as a candidate for the position of Chief of Police. I would welcome an opportunity to further discuss my qualifications.

Sincerely,

Paul M. Patriarca
Paul M. Patriarca



PAUL M. PATRIARCA

Phone: [REDACTED]

E-mail: [REDACTED]

PROFILE

- 25 years in Law Enforcement
- **Sergeant** since 2015
- **Master's Degree** – Criminal Justice
- **FEMA, ICS** – Incident Command Structure 400 Advanced ICS, ICS-300, 800, 700, 200,100. IS775, EOC Operation & Management.
- **MCPPO Certification** - Massachusetts Certified Public Purchasing Official
- **MEMA COM-T** – MA. Emergency Management Agency, Communications Technician
- **Framingham Emergency Management** – Strike Team Supervisor
- **Property and Evidence Sergeant**
- Newton Police Department – **Information Technology Bureau**
- **FBI LEEDA** - Supervisor Leadership, Command & Executive Leadership Institute
- **Intentional Leadership** – Dean Crisp
- **CPR / First Responder / Narcan Instructor**
- **Executive Development** – Municipal Police Institute

PROFESSIONAL EXPERIENCE

City of Framingham Police Department

Framingham, Massachusetts

Sergeant, July 2015 to present

Patrol Officer, March 2006 to July 2015

The City of Framingham Police Department provides police services to a diverse community of over 72,000 residents. Framingham is home to the world headquarters of several large businesses and a university. The Department is budgeted for 171 employees, 135 of which are sworn personnel.

- **Property & Evidence Supervisor.** [2022 to present] I am in command of the police department's Property and Evidence bureau. I'm responsible for the daily operation and supervision of the evidence room and evidence officer. This includes intake and release of property, inventory control, coordinating with state testing labs, coordination of gun and drug destruction orders, auctioning property, staff scheduling, and officer training along with preserving the integrity of the evidence room. I also work with the agency's command staff on the 2022 National Accreditation Standards ensuring our agency meet the strict accreditation standards.

- **Patrol Supervisor.** [2015 to 2022] I worked as the senior day shift Patrol Sergeant. I worked in conjunction with the shift commander to oversee compliance of the departmental rules and regulations and provide guidance and mentorship to fellow employees. I ensured members of the organization under our command had the proper tools to conduct their duties appropriately. Furthermore, I was assigned the responsibilities of the Shift Commander in the absence of the day shift Lieutenant.
- **Emergency Management Strike Team Supervisor.** [2015 to present] The Emergency Management Team is comprised of 12 members who respond to planned and unplanned large-scale incidents. The team is responsible for the operation of the City's Emergency Operation Center and mobile command vehicle. As part of my responsibilities, I organize the team's training, uniforms and scheduling for deployments. I have been active in our EOC with the COVID-19 pandemic and was deployed to assist at the Watertown bombing / shootout in April of 2013. Furthermore, I have been an active part of the yearly Boston Marathon preparations and assigned to the department's EOC during the event. I manage the WebEOC , ArcGIS and dispatch for the over 100 personnel assigned to the event in Framingham.
- **Communication Technician / COMU Unit Member.** [2017 to present] In my capacity as the Department's Communication Technician, I oversee all the two-way radio infrastructure. I am responsible for the purchasing, distribution, programming and tracking of the agency's 300 plus two-way radios. Additionally, I continually work on technologies to enhance police operations.

Since January of 2018 I've been a member of the Massachusetts Communications Unit (MA COMU) as a Communications Unit Technician (COM-T)

The COMU is under the Commonwealth of Massachusetts, Executive Office of Public Safety & Security, Statewide Interoperability Office. The COMU provides deployment through mutual aid agreements of radio communication support personnel.

COM-T's are public safety professionals and support staff to various communications concepts and technologies including interoperable communications solutions. LMR communications, satellite, telephone, data, and computer technologies are used in incident response and planned events. Members have the essential core competencies required for performing the duties of the COMT during an all-hazards incident in local, regional, and state-level incident management teams

- **In-service Instructor,** [2006 to 2021]. I organize and conduct training, testing, and certification for CPR, First Responder, AED, opioid overdose response protocols, tourniquets and "quick clot" for approximately 200 first responders. These trainees

include the Framingham Police Department, Framingham Auxiliary Police, Framingham State University Police, Framingham Medical Reserve Corps, lifeguards, and crossing guards. As a supervisor, I directly supervised 3 instructors and coordinate with several volunteers. In addition to providing instruction regarding medical-related topics, I have provided training in speed detection LIDAR / RADAR certification, impaired operator, Standardized Field Sobriety Testing, and an officer wellness suicide prevention program.

- **Medical Supply Coordinator.** [2013 to 2019] I was directly responsible for the purchasing of the agency's medical supplies through grants and general funds. This equipment included our AED's , Narcan, Tourniquets, Quickclot and many other lifesaving medical supplies. I was responsible for the inventory, distribution and training of the equipment.
- **Framingham Police Honor Guard** [2007 - 2018] I served as a member of the Department's 13-member honor guard since January of 2007. I supervised the unit from 2015 to 2018. The Honor Guard trained regularly in drill, ceremony, and funeral assignments. We had the opportunity to present the colors at many events such as the Boston Bruins, Boston Celtics, Boston Red Sox games and many local ceremonies.
- **Field Training Officer,** [2007 to 2015]. I served in the very rewarding position of FTO, where I was responsible for training, coaching, mentoring and evaluating probationary officers. I am proud to have played a role in transforming new officers into their roles as full-fledged Framingham Police Officers. Due to my promotion to Sergeant in July of 2015 I had to relinquish these responsibilities.
- **Motorcycle Unit:** [2010 – present]. I earned my motor officer certification at the Massachusetts State Police Motor officer training program. I operated the motorcycle to perform regular patrol functions as well as special assignments such as traffic enforcement, funeral escorts, civic functions, demonstrations and parades. I also successfully used the motorcycle as a community engagement tool to facilitate conversations and break down community-police barriers.

City of Newton Police Department

November 2001 to March 2006

Patrol Division 2001 – 2004

Information Technology Division 2004 - 2006

The City of Newton Police Department provides police services to a community of approximately 89,000 residents. In addition, Newton is home to Boston College and Lasell College. The department is staffed with 210 employees, 149 of which are sworn personnel.

- **Information Technology Department [2003-2006].** I was tasked with the department's vehicle procurement and two-way radio infrastructure. Newton Police has over 75 vehicles in the fleet and I would purchase new vehicles and organize the fleet. This included selling retired vehicles at auction and coordinating the transfer of equipment. Additionally, I maintained the department's complete two-way radio infrastructure. I purchased, programmed and disseminated the portable and mobile radios and worked alongside Motorola technicians servicing our repeater / receiver sites. My position in the Information Technology Department required me to have a working knowledge of municipal spending to be able to acquire and re-purpose fleet and radio equipment.
- **Police Explorer Advisor [2001-2006],** Concurrent with my patrol duties I volunteered as an Advisor for the Newton Police Explorer Post 300. The post was a career-oriented program that gave young adults the opportunity to explore a career in law enforcement by working hand and hand with law enforcement officers. I scheduled the approximately thirty active members' weekly meetings, fundraising, training opportunities and its many civic functions.
- **Critical Incident Response Team, [2002 – 2005]** As a member of this team I trained regularly with special weapons and in assault / defensive tactics. I attended the Los Angeles Police Department SWAT School and trained with the Federal Bureau of Investigation and Middlesex County's SWAT team.
- **Lasell College Campus Police Liaison, [2003-2005]** I started a liaison program with Lasell College Police and the Newton Police where I would attend meetings with command staff and union members to facilitate good communications between the two agencies.
- **In-Service Instructor, [2001-2006]** I organized a training academy for the Newton Police Auxiliary force. I put together a two-month academy where I taught volunteer auxiliary officers and command staff basic law, motor vehicle traffic and safety, department policies and expectations. Furthermore, I taught the CPR and first responder program and the Department of Homeland Security's Weapons of Mass Destruction and Personal Protective Equipment program at the Department's annual in-service training program.

Northeastern University

Campus Police Officer November, 2000 to November, 2001

Northeastern University is located in Boston, Massachusetts. The university's enrollment is approximately 18,000 undergraduate students and 8,000 graduate students. The University is highly residential with approximately 49% of their students living in college owned housing. The Northeastern University Police Department is a full service and accredited police agency comprised of Patrol and Investigative Divisions providing 24 hour a day service.

- **Community Policing Division:** Concurrent with my patrol functions I was assigned to the University's Community Policing Division where I worked hand in hand with staff and community members in assigned housing areas. I engaged residents and staff regularly to encourage participation in preventing crime and disorder that may affect their daily lives.
- **CPR & First Responder Instructor:** Provided in-service training in CPR & First Responder

Provincetown Police Department

Seasonal Police Officer May 1998 to October 1998 & May 1999 to October 1999

Edgartown Police Department

Seasonal Police Officer June 1997 to September 1997

Relevant EDUCATION & CERTIFICATIONS

- **Master's Degree** – Criminal Justice, Western New England College
- **FBI LEEDA** - Supervisor Leadership, Command & Executive Leadership Institute
- **Executive Development** – Municipal Police Institute
- **Intentional Leadership** – by Dean Crisp, Municipal Police Institute
- **FEMA, ICS – Incident Command Structure** 400 Advanced ICS, ICS-300, 800, 700, 200,100. IS775, EOC Operation & Management.
- **MCPPO Certification** - Massachusetts Certified Public Purchasing Official

- Massachusetts **Notary Public**
- **COM-T** – Communications Technician, Massachusetts Emergency Management Agency
- **HAM Radio** - Technician license
- **C.E.R.T.** Community Emergency Response Team “Train the Trainer”
- **Train the Trainer Program** – Municipal Police Training Committee
- **EMT** – Emergency Medical Technician, [1998 – 2021]
- **CPR / First Responder / Narcan Instructor**, [1998 – 2021]
- **Instructor Development** - Municipal Police Training Committee
- **FTO** - Field Training Officer, Municipal Police Training Committee

AWARDS

- **Distinguished Service Award** (Officer Involved Shooting, Framingham)
- **Life Saving Award** (CPR, Framingham)
- **Life Saving Award** (CPR, Framingham)
- **Chief’s Unit Award** (Honor Guard, Framingham)
- **Chief’s Unit Award** (Emergency Management Strike Team, Framingham)
- **Chief’s Unit Citation** (Auto Theft Arrest, Framingham)
- **Police Service Award** (Boston Marathon Bombing incident 2013)
- **Police Service Award** (Honor Guard, Framingham)