

Memorandum

Date: May 18, 2020
To: Jonathan H. Freedman, Chair Board of Selectmen
From: Chief James G. Hicks
RE: Recommendation for Appointment of Lieutenant

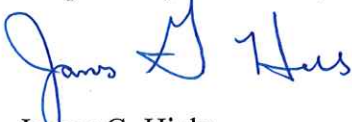
I am respectfully recommending that Sergeant Chad Howard be appointed to the position of Permanent Full Time Lieutenant for the Natick Police Department effective June 3, 2020. Currently Sergeant Howard is the only candidate on the established Lieutenant Promotional Eligible List.

Sergeant Howard has the requisite knowledge, skills and abilities to meet any supervisory challenges. He has earned the respect of those not only under his command but he has also earned the respect of all members of this department and the community as a whole. Sergeant Howard is a thorough and proactive Supervisor. His work ethic, leadership skills and commitment to the Natick Police Department are uncontested. Sergeant Howard's spirit of commitment to and involvement with the department and the Town of Natick are reflected in a myriad ways. These include his development and implementation of the department's bicycle registration program, installation of child safety seats, his omnipresence at events requiring the Natick Police Honor Guard and coordination of Natick Police Chase Team activities.

While Sergeant Howard's professional skills are laudable, it is his personal qualities that set him apart. Everything Sergeant Howard does is an effort towards improvement; for himself, other department members, victims and the community. In a profession where negativity can sometime be insidious, through sheer force of personality Sergeant Howard is a beacon of hope that things can and will be better.

Sergeant Howard was named Natick Police Officer of the Year in 2013.

Respectfully Submitted,



James G. Hicks
Chief of Police