

TOWN OF NATICK

NATICK, MASSACHUSETTS 01760



POLICE DEPARTMENT

James G. Hicks, Chief of Police

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Natick, MA 01760

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Memorandum

Date: July 13, 2020

To: Jonathan H. Freedman, Chair Board of Selectmen

From: Chief James G. Hicks

RE: Recommendation for Appointment of Sergeant

I am respectfully recommending that the following be promoted to the position of Permanent Full Time Sergeant for the Natick Police Department effective July 22, 2020. Currently there are six candidates on the established Sergeant Promotional Eligible List.

Officer Punch

Officer Punch is ranked as the number one candidate on the current Sergeant Promotional Eligible list. Officer Punch started with the Natick Police Department in February 2015 after completing the State Police Municipal Academy #5 in New Braintree, MA where he received the Overall Achievement Award for the highest grade point in all academic areas of study. In his short tenure with the Department Officer Punch is RAD System Instructor of Self Defense Certified, a Certified Field Training Officer, and a member of the Bike Team.

Detective Payne

Detective Payne joined the Natick Police Department in August of 2006 after graduating The Municipal Police Training Committee Academy in Boylston, MA. Ryan grew up in Ohio and moved to Natick in 2004 after serving as a Rifleman with the United States Marine Corp. Detective Payne is a combat veteran having served multiple tours of duty in Iraq. Detective Payne was recognized for exceptional action as one of the first arriving units to a stabbing where he administered First Aid until arrival of medical personnel and then was instrumental in establishing a perimeter and a search of the area was conducted resulting in the arrest of the suspect. Detective Payne is Armorer Certified, is a Less Lethal Instructor he currently resides in Natick with his wife Amanda and his two children Ryan and Olivia.

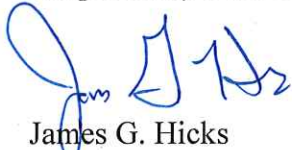
Detective Delehanty

Detective Delehanty joined the Department in June 1998 as a transfer from the Winthrop Police Department. A graduate of MPOC #2 Burlington Police Academy, Detective Delehanty has served as a member of the Motorcycle Team, a member of the Metro West Task Force where he was applauded for his part in an investigation that uncovered a sophisticated drug distribution operation that supplied endless amounts of crack cocaine in Middlesex, Suffolk and Worcester counties. Detective Delehanty is Buccal DNA Collection trained, a Cellebrite Certified Physical Analyst in hardware and software methodology, CJIS and NCIC certified. Detective Delehanty lives in Natick with his wife Carol and children, Stephanie, John and Stephen.

The work ethic, leadership skills and commitment to the Natick Police Department of these candidates are uncontested.

Please be advised that Officer Lacerra is ranked number 2 on the current Sergeant Promotional Eligible list however he is ineligible due to residency requirements per MGL Chapter 31 Section 58.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read 'J. Hicks', is written over the printed name.

James G. Hicks
Chief of Police