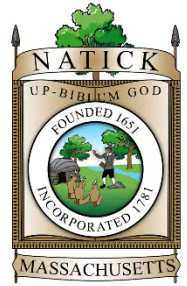




# NATICK FIRE DEPARTMENT

22 EAST CENTRAL STREET, NATICK, MASSACHUSETTS 01760

JASON P. FERSCHKE  
CHIEF OF DEPARTMENT  
508-647-9559  
JFERSCHKE@NATICKMA.ORG



To: Members of the Select Board  
From: Chief Jason P. Ferschke  
Re: Promotion to Lieutenant  
Date: August 22, 2022

---



**Lt Doug Bouvier**

Dear Members of the Board,

Thank you for allowing me this opportunity to introduce the newest Lieutenant in the Fire Department. Following a recent resignation from the rank of Lieutenant we were able to promote FF Doug Bouvier to the rank of Permanent Lieutenant. Those wishing to attain the rank of Lt are required to sit for a written examination issued by HRD (Human Resources Division)/ Civil Service. The test consists of a variety of questions taken from 5 fire service related books. There is a tremendous amount of information that one must retain in order to be successful. From the written exam they proceed to the assessment center portion of the process where they are challenged in many realistic scenarios. Having recently sat through this process, I can attest that it is not an easy day. The day long process involves scenarios around; HR issues, Customer Complaints, educational presentations, and a tactical scenario. The scores from the two parts are combined and the candidates are ranked. The last step in the process is that the three top candidates sit with the Chief for an interview to help with selection. I was very impressed during the last part of this process as I truly believe that I had three amazing candidates to choose from. They each bring a great skill set forward.

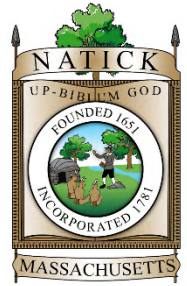
Lt Bouvier has been a firefighter paramedic with our department since 2013 where he has been involved with many different projects including; Ambulance Preceptor, CPR Team, NFD Color Guard, and numerous apparatus specification committees. Lt. Bouvier is also one of the co-leaders of the Rescue Task Force where he is responsible for maintaining the training level of the team and assuring adherence to the latest standards.



# NATICK FIRE DEPARTMENT

22 EAST CENTRAL STREET, NATICK, MASSACHUSETTS 01760

JASON P. FERSCHKE  
CHIEF OF DEPARTMENT  
508-647-9559  
JFERSCHKE@NATICKMA.ORG



Lt. Bouvier's education experience includes a BS/BA in Business Administration from Suffolk University, BS in Nursing from UMass Boston where he graduated Magna Cum Laude, and Sigma Tau honor society, and a Certificate in Paramedic Studies from MassBay where he received the Jay Lavoie Leadership Award.

I am very confident that Lt Bouvier will be a great addition to our leadership team and I am excited about his future contributions to our department and to the citizens of Natick. Lt Bouvier will be assigned to Engine 1, Shift 4.

Respectfully,

A handwritten signature in black ink, appearing to read "J. P. Ferschke".

Jason P. Ferschke  
Chief of Department