

TOWN OF NATICK
NATICK, MASSACHUSETTS 01760



POLICE DEPARTMENT
James G. Hicks, Chief of Police

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Memorandum

Date: February 6, 2023

To: Paul Joseph, Chair Select Board

From: Chief James G. Hicks

RE: Recommendation for Appointment of Police Officers

I respectfully request the Board of Selectmen as appointing authority for police officers in the Town of Natick appoint the following candidates as Permanent Fulltime Police Officers. This appointment should be contingent upon successful completion of the Police Academy and any other requirements necessary for successful certification with the Commonwealth of Massachusetts Human Resource Division.

- Marquise Adams – Effective Date – February 21, 2023
- Raheem Cline - Effective Date – February 21, 2023
- Aaron Hayes- Effective Date – February 21, 2023
- Christopher Jean-Michel - Effective Date – April 24, 2023
- Matthew Smith - Effective Date – February 21, 2023

Marquise Adams

Mr. Adams is 24 years of age and currently resides in Dartmouth, Massachusetts with his mother Melanie, sister Kendal, and brother Jalen. Mr. Adams graduated from Dartmouth High School in 2017. Following high school Mr. Adams attended Framingham State University where he graduated in May 2021 with a Bachelor's Degree in Criminology & Criminal Justice.

Mr. Adams is currently employed by Bartending Service of New England. Our Background Investigator spoke with Mr. Bill Fuller who related he has known Marquise for about a year and said he came on as a more frequent employee this past September. Mr. Fuller related his company handles private functions for clients such as Microsoft, MIT, Harvard University, State Street Law Group and a host of others. Mr. Fuller describes his business as service orientated serving clientele with high expectations, not a bartender

in a typical club or restaurant. Mr. Fuller described Mr. Adams work ethic as he is always on time, top notch, clean cut, responsible and reliable, and always operating at a high level.

Our investigator spoke with Mr. Dave Brouillette who was Marquise's supervisor when he was employed as "beach patrol" of Cisco Brewers in New Bedford from April to August in 2022 while he was between semesters at Framingham State. Mr. Brouillette described the position as "site security." He found Marquise to be trustworthy and easy to get along with, very good at communicating with customers to the business. Mr. Brouillette related Mr. Adams was always on time for work and there were no complaints made against him while employed there.

Members of this hiring committee related that Mr. Adams presented well, dressed professionally and articulate in his answers. Throughout the interview he appeared genuine and forthright in his answers, maintained good composure and conducted himself in a confident manner. Mr. Adams described himself as having "the ability to maintain my composure in stressful situations and rely on my moral compass to help me make the right decisions".

Throughout the interview, Mr. Adams appeared honest and sincere and spoke of his ability to use discretion, understand different backgrounds and de-escalate tense situations.

Raheem Cline

Mr. Cline is 29 years of age and currently resides in Framingham, Massachusetts with his mother Heather, and father Ronford. He graduated from Framingham High School in 2012. Upon graduation he attended Mass Bay Community College where he graduated in May 2020 with an Associate's Degree in Criminal Justice Degree.

Mr. Cline has been employed by Massachusetts Department of Youth Services (DYS) since March, 2018 as a detention worker. Mr. Cline's responsibilities are group care, detention, counseling and restraining youths that vary from low to high risk.

Our investigator was able to speak with Mr. Patrick Keary who is the program director for DYS at this site. Mr. Keary related he sees and works with Mr. Cline approximately 3-4 days a week. Mr. Keary also related that Mr. Cline also regularly works unsupervised as he spends time one on one with juveniles that require special attention. Mr. Keary described Mr. Cline as always upbeat and positive and that he has never had issues with him being late or not showing up for work, adding that he always attends training and has been responsible and attentive. Mr. Keary also related that Mr. Cline maintains very good relationships with his colleagues. Lastly, Mr. Keary described Mr. Cline as a self-motivator is great with giving direction and taking feedback.

Members of this hiring committee after interviewing Mr. Cline described him as being upbeat, positive, responsible and attentive with good working relationships. Mr. Cline was further described as someone who takes criticism well, very coachable and selfless. During the interview, Mr. Cline was able to answer scenario based questions on how he would handle certain situation by using de-escalation techniques he had been taught. Mr. Cline stated during the interview that he handles stress well and enjoys boxing and going to the gym as a means to stay fit and relieve stress. During this interview Mr. Cline used an example of where he used de-escalation techniques while working with the Sheriff's Department. Mr.

Cline related that while working one evening the staff had heard rumors that a large fight was going to occur. Mr. Cline related he approached both groups separately and spoke with them about the repercussions of such actions thus de-escalating the tensions between the groups while at the same time building trust without taking sides. Based on the background investigation and interview it appears that Mr. Cline is focused on a career in law enforcement and believes his experiences with the Sheriffs and DYS will not only benefit himself as a police officer, but also the Natick Police Department.

Aaron Hayes

Mr. Hayes is 28 years of age and currently resides in Rutland, Massachusetts with his mother Gail, his father Danny and brothers Andrew, George, Kristopher, and Nicholas, along with sisters Kimberly, Aalyson, and Carolyn.

Mr. Hayes graduated from the Wachusett Regional High School in 2013 prior to attending Quinsigamond Community College where he graduated with high honors and an Associate's Degree in General Studies in 2021. Mr. Hayes then enrolled in the Criminal Justice Program at Worcester State University where he remains a student today. Mr. Hayes is also minoring in Sociology. Mr. Hayes acknowledged that he has struggled while working full time and trying to be a full-time student. During his formal education Mr. Hayes related his original, and in some ways current ambitions, are to be in some formal sign language program.

Mr. Hayes currently works full-time at Avient Corporation. Avient is a plastics manufacturing Corporation and Mr. Hayes currently works in shipping and receiving. Mr. Hayes describes his job as ensuring that packages and products are correctly shipped, loading and unloading of trucks, and moving materials around the warehouse.

Our investigator was able to speak with Mr. Dion Boucher who described Mr. Hayes as a good employee and hard worker. When asked about any disciplinary issues, Mr. Boucher related that nothing came to mind except for a few lateness issues which he explained that Mr. Hayes is juggling a fulltime job, fulltime student while assisting his mother in the caretaking of children at home. Mr. Boucher described Mr. Hayes as a decent employee that follows direction and follows up on everything. Mr. Boucher also described Mr. Hayes as a good communicator and has even assumed the role of training other employees.

Members of this hiring committee, after interviewing Mr. Hayes, described him as a candidate whose demeanor was very genuine and his answers appear to be sincere. Throughout the interview, Mr. Hayes maintained good composure and conducted himself in a confident manner. Mr. Hayes may not be the most polished candidate to interview with the Natick Police Department, but his sincerity and desire for this position shined above all others. Mr. Hayes has taken charge of his personal life by providing needed support to his family while attending school and working fulltime in order to contribute. To this end Mr. Hayes revealed to this committee that when his father fell ill, he had to step in as the oldest sibling to take charge and assist his mom with his siblings which he continues to do today. Mr. Hayes believes one of his biggest strengths is to be able to put himself in other people's shoes.

Christopher Jean-Michel

Mr. Jean-Michel is 31 years of age and currently resides in, Massachusetts with his future wife Francesca Jean Philippe, his infant son Camar. Mr. Jean-Michel was born in Haiti and became a Naturalized US Citizen in 2016. Mr. Jean-Michel received a Bachelor of Arts Degree in Political Science from the University of Massachusetts, Boston in 2020.

Mr. Jean-Michel is currently employed with Southwest Airlines at Logan Airport as a Ramp Supervisor. Our investigator was able to speak with Southwest Assistant Manager of Operations Mr. Craig Bennett who would only confirm that Mr. Jean-Michel has not been the subject of any complaints other than his ability in some instances to get to work on time.

Prior to that he was employed at the University of Massachusetts-Boston where he worked in an administrative position handling the website calendar and communicated with various partners throughout the state. This was a remote workplace during COVID so when our investigator spoke with Ms. Amanda Lopes, the training and Quality Improvement Manager she was not able to speak about attendance issues but described Mr. Jean-Michel as being upbeat, calm, and a good team member who was able to read the room. Ms. Lopes further related that she believes Mr. Jean-Michel would be well suited for law enforcement and sees him as someone who could diffuse conflict easily due to his “easy-going” personality.

Mr. Jean-Michel was very polite and engaging throughout the entire interview and clearly enjoys extensive communication. Members of this hiring committee after interviewing Mr. Jean-Michel described him as a candidate who recognizes that there is a lack of open communication from the police with the community and the need for more conversation/dialogue with the community which is critical to building relationships. Committee members were impressed with his responses and his level of maturity when he identified a number of challenges facing policing today. Mr. Jean-Michel related that he is aware of the public perception of the men/women in uniform and how the public is always watching how the police are doing their jobs and how they conduct themselves stating “Anywhere you go there will be bad employees, but that doesn’t define who we are as a whole.” During the interview Mr. Jean-Michel’s demeanor was seen to be honest and his answers sincere. Throughout the interview he maintained good composure and conducted himself in a confident manner.

Matthew Smith

Mr. Smith is 22 years of age and currently resides in Burlington, Massachusetts with his mother Kathleen, father Gregory, and sisters Meghan and Makenna.

Mr. Smith graduated from Arlington Catholic High School in 2019, prior to attending Fitchburg State University graduating with a Bachelor’s Degree in Criminal Justice in May, 2022 where he obtained a 3.71 Cumulative GPA. Mr. Smith also is a graduate of the Massachusetts Police Training Committee’s, Fitchburg State University police academy which also grants Mr. Smith credits in the University’s Masters of Arts program. Mr. Smith earned the Dean’s List every semester as an undergraduate. Also notable at Fitchburg State University Mr. Smith he was presented with the Presidential Scholarship and the Mara Scholarship while also participating in the EMS Club while becoming a certified First Responder. Mr. Smith was also a Residential Assistant during his final two years and has been a student leader on campus.

Upon graduating from the Fitchburg Police Academy, Mr. Smith was hired by the Sherborn, Massachusetts Police Department as a certified Police Officer. Mr. Smith started his employment in Sherborn in June, 2022. In speaking with Chief Thomas Galvin I was informed that Officer Smith has had no disciplinary or negative issues and gets along favorably with his co-workers. Mr. Galvin had nothing but praise for Mr. Smith and related if hired by Natick he would be sorry to see him go, but can understand why.

Many in the interview felt that Mr. Smith had the best interview of the day as he was very animated, excited and personable throughout the entire interview. It was apparent as we moved through the process that Mr. Smith was passionate about law enforcement, particularly the community policing aspect. Mr. Smith described in detail, a plan to assist the homeless community with housing and basic needs while employed with Allied Universal at Copley. Mr. Smith related he takes criticism well, and not something to take personally, but something that will only make him a better officer and human. Mr. Smith related that he believes with the current state of law enforcement the biggest challenge is the perception of the police. He spoke how today's police need to restore the trust of the community by attending community events, getting to know the community while learning who the stakeholders are so that they can partner in order to solve problems.

By-Pass Recommendation – The following candidates appear higher on the certification list than the above recommended candidates: Donald E. Anastasi

Respectfully submitted,



James G. Hicks
Chief of Police