



# TOWN OF PEPPERELL

## Board of Assessors

April 20, 2018

PERSONAL AND CONFIDENTIAL

Dear Honorable Board,

Melissa, thank you for responding to my complaint of harassment by the Town Administrator. Although I appreciate your response, I can't help but wonder if this matter was discussed by the full Board, or if it was just handled by you. My original letter dated February 13, 2018 was addressed to the full Board. This letter is in reply to your individual response dated February 26, 2018.

There are a few statements in your response that I would like to address:

1. You asked for specific facts about my allegation of the Town Administrator "is committing fraud every time he knowingly signs a time card that says a person worked 40 hours when they ~~leave~~ outwardly do not". Yes, it is a serious allegation: one that should not be taken lightly and warrants investigation. I do not have access to employees' timecards so I believe the Select Board or an independent auditor should investigate this. However, I can give you some specifics of where the investigation could start.
  - a. Contracts for the Town Accountant and Tax Collector/Treasurer state the following:
    - The hours of employment for the Town Accountant will generally be the normal business hours of the Town.
    - The hours of employment for the Tax Collector/Treasurer will generally be normal business hours of the Town.
    - The hours of employment for the Town Planner will generally be the normal business hours of the Town.

The Town Accountant generally does not work on Monday evenings when the Town Hall is open until 6:00 P.M. and does not work on Fridays when the Town

Hall is open from 9 A.M. to 12 P.M. I understand that this position has little to no contact with the public, however, why is the position paid at a “full time” rate? What is written on the timecard? She also works part-time in Royalston – please see this link: [https://www.royalston-ma.gov/?page\\_id=1134](https://www.royalston-ma.gov/?page_id=1134). Is she working for another town on Fridays and collecting pay from Pepperell as well?

The Tax Collector/Treasurer does not work all Monday evenings, nor all Fridays during Town Hall hours. This position has a great deal of public contact. Is the time not worked taken as vacation/personal/sick time on the time card?

The Town Planner does not work all Monday evenings. Frankly, he arrives late and leaves early frequently. He “shall not be required to submit a weekly time card, although (s)he shall be responsible for timely reporting of vacation time, sick leave, or personal days taken” so I don’t know how this can be investigated other than by asking ALL the other employees on the Town Hall main floor about his activities. Furthermore, “while expecting that the Town Planner will devote his full time and attention to Town business during regular working hours”, he is frequently outside talking on his personal cell phone and has freely admitted to myself and others that he works other consulting jobs.

- b. The Town Clerk does not have a contract as far as I know. She is a full time Bylaw employee. She does not work a full day on Friday like other full time Bylaw employees in other municipal departments. What does her timecard read for this missing time?
  - c. Why are the Tax Collector/Treasurer and the Town Planner allowed to attend the Pepperell Business Association Meetings during work hours? As far as I can tell, this is not an essential meeting for their positions. It would make sense if they were to attend occasionally to do presentations and such, but to attend all meetings seems ludicrous. What would the taxpayers say about this waste of their tax dollars?
2. In my humble opinion, saying my complaint “do(es) not involve misconduct, but rather administrative matters” is simply wrong. The Town Administrator is my supervisor and as such does have the right to question my work hours, leave time and performance. However, you are missing the point. As I stated in my original letter, the conversation was about my budget and why there was no money to fund additional hours for my assistant. After I questioned him about this and stated my opinion that there would be sufficient money for an increase in her hours if certain employees were paid for their actual work hours (as I stated in part 1). He immediately retorted with “he had been very lax with me about my hours and how I pick up my daughter in the afternoon and medical issues my family has been having”. What relevancy does my work hours have to do with funding for increasing my assistant’s hours? Why was this even brought up? He wasn’t holding me accountable for my hours. He said it because IT WAS A THREAT! He was bullying me into staying quiet by threatening my job. Bullying is harassment!

I encourage the Board to look further into my allegations and reprimand the Town Administrator for his behavior. I feel that I have been treated unjustly and deserve a written apology.

Thank you for your attention on this matter.

Sincerely,  
Maureen Bolger  
Assistant Assessor

cc: Board of Assessors