



TOWN OF HOPKINTON
TOWN MANAGER'S OFFICE
Norman Khumalo
Town Manager

September 6, 2023

CONFIDENTIAL

Sergeant Timothy Brennan
151 Spring Street
Hopkinton, MA 01748

Re: Notice of Executive Session and Loudermill Hearing Before the
Appointing Authority

Sergeant Brennan:

I am writing to inform you that the Select Board intends to conduct a Loudermill hearing on Wednesday, September 20, 2023, at 6:00 p.m., at the Hopkinton Town Hall to consider Chief Bennett's recommendation to impose significant discipline, up to and including termination of you from your employment as a police sergeant for the Town, in connection with the charge that you have violated Police Department Rules and Regulations as detailed below.

Specifically, it is charged that:

1. You knew as of August 21, 2022, of an alleged rape of a minor and failed to report it to law enforcement, which is a violation of Departmental Rules 10.0 Attention to Duty; Internal Affairs Policy 4.01 General Considerations and Guidelines; and Rules and Regulations General Order 2018-0004.
2. You knew as of 2017 of an alleged sexual assault on a minor and failed to report it to law enforcement, which is a violation of Departmental Rules 10.0 Attention to Duty; Internal Affairs Policy 4.01 General Considerations and Guidelines; and Rules and Regulations General Order 2018-0004.
3. You knew in August 2022 that the victim was pursuing a criminal investigation and was concerned for her safety and you failed to report her concern to law enforcement, which is a violation of Departmental Rules 10.0 Attention to Duty and Internal Affairs Policy 4.01 General Considerations and Guidelines.
4. You knew in 2015 that the accused and the victim had engaged in an inappropriate sexual relationship and did not report it to the Chief, which is a violation Regulation 10.1 Professional Image and Rules and Regulations General Order 2018-0004.

5. You used the victim as a babysitter while you were a School Resource Officer and did not obtain prior approval from your supervisor to do so, which is a violation of Rules and Regulations School Resource Officer Policy and Procedure 4.10, Section 9 Prohibited Conduct.

Any one of the violations standing alone constitutes grounds for the contemplated discipline.

You will have the right to respond to these charges at the Loudermill hearing. Additionally, a copy of this letter will be placed in your personnel file in compliance with G.L. c. 149, Section 52C. You may submit a written statement explaining your position for your personnel file and/or the Select Board's consideration in advance of your hearing.

Pursuant to Chapter 30A, Section 21, Subsection (a)(1) of the Massachusetts General Laws, the Select Board will meet in Executive Session. You have the right to request that the Board's meeting be held as an open meeting.

If an executive session is held, you have the following rights:

- (a) to be present at the executive session during deliberations that involve you;
- (b) to have counsel or a representative of your choosing present and attending for the purpose of advising you and not for the purpose of active participation in the executive session;
- (c) to speak on your own behalf; and
- (d) to cause an independent record to be created of the executive session by audio-recording or transcription, at your expense.

This session is not a full hearing and witnesses will not be called to testify. Rather, the Town will summarize the evidence that supports the allegation against you. You will then have the opportunity to respond.

Sincerely,



Norman Khumalo,
Town Manager

cc: Select Board
Chief Joseph Bennett, Chief of Police
Nicholas Anastasopoulos, Esq.
Daniel Fogarty, Esq., Union Counsel
Personnel File