



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

January 9, 2024

**CONFIDENTIAL & VIA EMAIL ONLY**

Sergeant Timothy Brennan

Re: Notice of Open 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 **Tuesday, January 16, 2024 at 5:00 p.m., at the Hopkinton Senior Center, Great Room**, to consider Chief Bennett's recommendation of 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. You are directed to attend.

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 and/or combination of these alleged violations constitutes grounds for the recommended 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 20(a) of the Massachusetts General Laws, the Select Board will meet in Open Session. 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 allegations against you. You will then have the opportunity to respond.

Sincerely,

A handwritten signature in black ink, appearing to read 'Norman Khumalo', written over a circular stamp or seal.

Norman Khumalo,  
Town Manager

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