

**TOWN OF WINCHENDON  
BOARD OF SELECTMEN  
EXECUTIVE SESSION MINUTES  
MONDAY, OCTOBER 24, 2011 – 7:00 P.M.  
TOWN MANAGER’S OFFICE, 4<sup>TH</sup> Floor Town Hall**

Present:     Robert M. O’Keefe, Chairman                             James M. Kreidler, Jr., Town Manager  
              Elizabeth R. Hunt, Vice Chair                             Linda A. Daigle, Executive Assistant  
              C. Jackson Blair  
              Keith R. Barrows

---

Chairman O’Keefe called Executive Session to order at 8:30 p.m.

The Town Manager informed the Board of two actions that took place last week that could have had significant exposure to the town.

The first involved an employee at the Library, Kathleen McRae, having some performance issues being raised by the Library Director, Julia White Cardinal. Mrs. McRae has been out for some time on sick leave purporting to be related to the workplace. After a brief description of the issue including the exposure to the town and the number of accrued sick and vacation time and the ability for retirement, we have instituted and executed a separation and mutual release agreement. Mrs. McRae will resign from the position effective January 2<sup>nd</sup> and will be relieved of any duty now using her accrued sick and vacation time. We have amicably resolved what was clearly a significant difference of opinion of her ability to continue. The Board felt this was a dignified and honorable way to handle this issue.

Issue number two, Kreidler continued, involves a Sergeant in the Police Department. He is a twenty-seven year employee who has been an effective and valuable employee but has had some blips in the disciplinary perspective in the eleven years he has been the Town Manager. A week ago, information regarding Sergeant Geoffrey was brought to his attention by Chief Livingston and Lt. Walsh. The Sergeant was involved in a consensual relationship with someone much younger than himself that eventually ended. His reported behavior, not wanting this breakup, was not fitting for his position. Sergeant Geoffrey was offered two options. The first to resign- retire in April at which time he will be able to draw from his retirement. He is immediately relieved from duty and his obligation and ability to be a Police Officer is nearly on the books. The second option was a significant suspension. If he didn’t accept either one of these option, there would be a termination. To the credit of the union, the Chief, the Lieutenant and Sgt. Geoffrey, the first option was selected. The execution of the document happened today. The Sergeant is “shelved” between now and that April date and the expense is no more than what we would be obligated to. We have avoided the expense of litigation and preserved a dignified exit for the employee of the town. Blair thought this was the best option for the Town.

The Board then talked about filling the position which is under civil service. Kreidler explained, under the law, there is a seven day rescission period where the Sergeant could change his mind. Any appointment would

be interim or an acting appointment until the civil service list was received. We would look at the confidence of the Chief and the Lieutenant to put someone in the seat.

Hunt asked about the insurance requirements of the police employee. Kreidler explained he would still have health insurance during this period. As a police officer, if you're injured on duty, we pay that, in addition, we pay the employee 100% of his salary. The sergeant would not be eligible for that benefit; he is not allowed to be a police officer. In the separation and mutual release documents, Kreidler informed the Board he is not allowed to speak about these two employees and their circumstances that led to their retirement. The minutes should be recorded in a way that is accurate but not violating the separation agreement.

Adjournment: Blair moved to adjourn from Executive Session and go into Regular Session; Barrows seconded. By roll call vote of all aye, Executive Session adjourned at 8:51 p.m. and the Board entered into Public Session for the purpose of adjournment.

Blair moved to adjourn from Public Session; Barrows seconded. By roll call vote of all aye, the meeting adjourned at 8:51 p.m.

Respectfully submitted,

Linda Daigle  
Executive Assistant