

Subject: Time Owed - Negative Hours
Date: 2023-06-05 11:22:36
Download
From: Sean D. Riley
To/Cc: Robert W. Sibilio; Leonard J. Pini; Gregory M. Reardon; Sean D. Riley; Lester Baker

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The following Officers are in the negative for Time Owed, and have been since the 5/16/23 email. A couple of them have been given additional time off since the last email, putting them further in the hole. These Officers and Dispatcher need to get back to zero hours by the end of this month and should not be allowed to take any time off using Time Owed effective today. I know it can be difficult looking at the current time sheet where there are 2 columns of Time, but until we switch over to the new system, which I hope rectifies this issue, you need to add up the two columns to make sure the Officer is not in, or going into the negative.

If these Officers and Dispatcher want to come in and work off these hours off, we can come up with something for them to do. **Example:** Ryan Fitzgerald can work the night of the Fireworks as the Dispatcher and square away his hours. Officer Duncan and Gardner can come in and walk a beat downtown.

- Dispatcher Ryan Fitzgerald -10.20 hours
- Officer Paul Duncan -12.16 hours
- Officer Thomas Gardner -20.53 hours

I have only included the Shift Commanders, can you please notify your Sergeants of the situation so they do not grant those listed above time off using time owed until they actually have the time.

Thank You,

Subject: Meeting with Paul Duncan Time Change
Date: 2022-12-16 15:44:24
Download
From: Sean D. Riley
To/Cc: Teri Hegarty; Lester Baker; Paul K. Duncan; Shelly D. Hughes

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Teri,

Can you update the meeting with Paul Duncan this coming Monday to 1:00 PM until 2:00 PM. I spoke with the Chief and he wanted to provide more time for Paul and the earlier time may interfere with other meetings if he ran over.

I already confirmed with Officer Duncan the time change and if you could add Officer Shelly Hughes at Officer Duncan's request that would be appreciated.

Thank You,

Sean

Deputy Chief Sean Riley #277

Framingham Police Department

1 William H. Welch Way

Framingham, MA 01702

(508)532-5903

sdr@framinghamma.gov

Subject: RE: Meeting
Date: 2022-12-09 16:48:14
Download
From: Sean D. Riley
To/Cc: Paul K. Duncan; Lester Baker

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Ofc Duncan

Sent from my iPhone

On Dec 9, 2022, at 13:17, Lester Baker <lb@framinghamma.gov> wrote:

Send me some availability for next week

From: Paul K. Duncan
Sent: Wednesday, December 7, 2022 6:07 PM
To: Sean D. Riley <SDR@framinghamma.gov>
Cc: Lester Baker <lb@framinghamma.gov>
Subject: Re: Meeting

Thanks

Sent from my iPhone

On Dec 7, 2022, at 16:32, Sean D. Riley <SDR@framinghamma.gov> wrote:

Subject: Re: Meeting
Date: 2022-12-07 16:32:13
Download
From: Sean D. Riley
To/Cc: Paul K. Duncan; Lester Baker

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Good Afternoon Paul,

I did brief the Chief on our conversation and your concerns yesterday. I have included the Chief on this email to see if he is available and when to meet with you. I will be out the rest of the week do to a medical procedure, so I will not be around. I will let the Chief get back to you regarding availability.

Deputy Chief Sean Riley #277

Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

On Dec 7, 2022, at 4:02 PM, Paul K. Duncan <pkd@framinghamma.gov> wrote:

Deputy Riley

During our conversation in your office yesterday morning you said you would speak to Chief Baker about having a sit down with the three of us to discuss the concerns I brought to your attention. I was curious if you had the opportunity to speak with him as I would like to address my concerns with the both of you as soon as possible.

Respectfully
Paul Duncan

Sent from my iPhone

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"This electronic message and any files attached hereto could contain confidential or privileged

Subject: Paul Duncan - Swing Shift on Midnights
Date: 2021-02-05 15:11:54
Download
From: Sean D. Riley
To/Cc: + Paul K. Duncan; Gregory M. Reardon; Lester Baker; Ronald S. Brandolini; Victor C. Pereira

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Paul,

You were the senior patrol officer to put in for the 11 PM to 7 AM swing shift opening. I have sent Brian Simoneau the information to make your shift change effective Monday, February 15, 2021. Brian will send you a screenshot of the change so you can see any group change days off etc. I have also cc'd payroll so they can make any contractual adjustments in your pay.

If you have any questions, please let me know.

Deputy Chief Sean Riley #277

Framingham Police Department

1 William H. Welch Way

Framingham, MA 01702

(508)532-5903

sdr@framinghamma.gov

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Subject: FW: appointment
Date: 2020-11-27 09:40:23
Download
From: Ronald S. Brandolini
To/Cc: Lester Baker

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fyi

From: Paul K. Duncan
Sent: Friday, November 27, 2020 9:21 AM
To: Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: Re: appointment

Ok

Sent from my iPhone

On Nov 27, 2020, at 09:14, Ronald S. Brandolini <RSB@framinghamma.gov> wrote:

Please attend the medical we paid and there is no refund. If you plan to come back please reach out to DC Baker.

Thanks,

Ron

Subject: RE: appointment
Date: 2020-11-27 09:14:34
Download
From: Ronald S. Brandolini
To/Cc: Paul K. Duncan; Brian X. Simoneau; Lester Baker

Help

[View Message](#)

[View Source](#)

Please attend the medical we paid and there is no refund. If you plan to come back please reach out to DC Baker. ▲

Thanks,

Ron

From: Paul K. Duncan
Sent: Friday, November 27, 2020 8:52 AM
To: Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: Re: appointment

Thank you I did have a nice day with my family and I hope you did as well. I am all set to attend the doctors appointment on Tuesday December 1 in Waltham. If acceptable I would forgo the appointment and like to return to work on Monday December 7th which is my scheduled first day back Monday through Friday. If not I will attend the appointment.

Thank you

Paul Duncan

Sent from my iPhone

On Nov 27, 2020, at 08:29, Ronald S. Brandolini <RSB@framinghamma.gov> wrote: ▼

Lester Baker

From: Yvonne M. Spicer <mayorspicer@framinghamma.gov>
Sent: Monday, July 27, 2020 10:54 AM
To: Ronald S. Brandolini; Lester Baker; Victor C. Pereira
Subject: Fwd: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

FYI

Dr. Yvonne M. Spicer, Mayor
City of Framingham
150 Concord Street | Framingham MA 01702
t: 508.532.5401 | f: 508.532.5409
www.framinghamma.gov
Twitter: @Mayor_Spicer

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<https://www.framinghamma.gov/>

Begin forwarded message:

From: "Alaa M. Abusalah" <ama@framinghamma.gov>
Date: July 27, 2020 at 9:14:18 AM EDT
To: "Yvonne M. Spicer" <mayorspicer@framinghamma.gov>, "Thatcher W. Kezer" <tkezer@framinghamma.gov>, "Kelly L. McFalls" <kmcfalls@framinghamma.gov>
Subject: FW: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

fyi

From: Lisa Bombardieri [REDACTED]
Sent: Thursday, July 23, 2020 12:36 PM
To: Mayor <Mayor@framinghamma.gov>
Subject: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

Dear Mayor Spicer:

As you are likely aware, on January 5, 2011, the Framingham Police shot and killed Eurie Stamps, Sr., an innocent, elderly man, in his home. We understand that you were not in office during that time but are hopeful that you will offer our group your support and assistance as we work to seek justice for Mr. Stamps.

WHO WE ARE

We are friends of the Stamps family, members of the community, and concerned citizens who have united to honor the legacy of Eurie Stamps, Sr. Together, we seek to shed light on the local and systemic forces that led to his death at the hands of the Framingham Police in 2011. We will tell his story so that he is remembered, seek justice and a public apology that, to date, has been denied, and help to dismantle the racist institutions and policies that led to the death of an innocent grandfather in his own home, so that this tragedy is not repeated.

WHO WAS EURIE STAMPS, SR.

Eurie “Big Eur” Stamps, Sr, grew up in Cambridge, Massachusetts and was well-known in the community for his kind heart and ever-present willingness to help anyone in need. He raised his children in Cambridge and served as a father-figure and mentor for all of the youth in Cambridge and volunteered countless hours coaching basketball and other sports. He spent his career as a maintenance professional at the MBTA and was looking forward to a peaceful retirement and more time to enjoy his 15 grandchildren, 1 great-grandchild, and many dear friends and family members. At the time of his death, Mr. Stamps was 68 years old and living in Framingham with his wife and step-son.

THE KILLING OF EURIE STAMPS, SR.

On the night of January 5, 2011, the Framingham Police Department (“FPD”) employed the full force of its SWAT team to serve a routine search warrant directed at Eurie Stamps’ 20 year-old stepson. When the SWAT team and other members of the FPD arrived in the neighborhood, they found and arrested the 20 year-old stepson (suspected of a non-violent drug-related crime) some 300 feet from the Stamps residence. The FPD had no reason to suspect that anyone in the home was armed or violent. The SWAT team knew that Mr. Stamps (age 68) and his wife were not suspects, and posed no threat whatsoever. Mrs. Stamps was on the front steps of the home when the SWAT team approached and immediately complied with orders to lie on the ground, where she was seized and detained.

Thereafter, nearly a dozen members of the FPD SWAT team in full battle gear entered the home with a staggering amount of force and violence, which, by all accounts, was profoundly excessive for the situation. They broke windows to toss flash-bang grenades into the Stamps’ home, and then used battering rams to knock down two doors through which they entered while other officers and fire trucks were standing by outside.

Mr. Stamps was in his bedroom watching the Celtics game in his pajamas. When the SWAT team entered, Mr. Stamps came out of his bedroom and immediately complied with commands to lay face down on the floor with his hands above his head. As other officers searched the home, Officer Paul Duncan stood over Mr. Stamps with his M4 automatic rifle pointed directly at Mr. Stamps’ head. Without provocation, Officer Duncan pulled the trigger and killed Eurie Stamps, Sr., as he lay stomach-down on the floor looking up at Duncan with his hands above his head.

The FPD has maintained that Mr. Stamps’ death was an unfortunate accident. We vehemently disagree. Mr. Stamps’ killing was the direct result of Officer Duncan’s intentional, grossly negligent conduct that violated FPD rules and the training he had received. Officer Duncan disengaged the safety on his weapon, had his finger inside the trigger guard, and aimed his rifle directly at Mr. Stamps face at close range—all in direct violation of FPD regulations and

universally accepted protocols. That the FPD employed its now-disbanded SWAT team was inexcusable. Would they have done so for a 20 year- old white suspect in a more upscale neighborhood?

The most egregious aspect of the unlawful shooting of Eurie Stamps is the cover-up that followed. The so-called investigation conducted by the Middlesex District Attorney and the State Police was an unprofessional white-wash. They accepted Officer Duncan's completely unfounded story that his rifle discharged when he tripped and fell without questioning, under oath, a single member of the SWAT team who was in the room where the shooting occurred or nearby. They conducted no critical analysis of Officer Duncan's story based on forensic evidence and scientific standards. They completely ignored that Officer Duncan violated FPD training and regulations. That was what the public saw, all part of the cover-up. Meanwhile, the FPD quietly fired Officer Duncan from the SWAT team the day after the shooting. When questioned under oath in the Stamps family's civil rights lawsuit why Duncan was fired from the SWAT team, Chief Steven Carl responded, "He killed an innocent man." However, we understand that Officer Duncan has remained on the police force, which is both confounding and outrageous.

While the Framingham Police Department, Town officials, the Middlesex District Attorney and State Police have tried to hide the truth of what happened—we seek to shine a bright light on the senseless, tragic, and entirely preventable killing of this innocent man.

Although several years have passed since Mr. Stamps' shooting, he remains in our hearts and minds, especially as similar tragedies have come to light throughout this country. We will fight to honor his life and legacy and to prevent others from suffering the same injustices.

WHAT WE WILL DO:

We have organized a press conference and march in Cambridge, MA, Mr. Stamps' hometown, on August 1, 2020 at 11:30 a.m., to which you are invited to attend. (https://www.facebook.com/events/305794677218103/?active_tab=about)

We plan to march from Cambridge City Hall to Hoyt Field to bring attention to this incident and honor Mr. Stamps' memory. We understand that the City of Cambridge will issue a proclamation honoring Mr. Stamps. Plans are also underway to install a plaque commemorating Mr. Stamps in Cambridge and rename a city square in his name.

We have also planned a **vigil on the steps of the Memorial Building in Framingham on Saturday, August 15, 2020** to raise awareness of Mr. Stamps' death at the hands of the City and its police department. We have invited members of the press to attend this vigil and hope that you will join us as well. We are hopeful that with the help of your office, we can honor Mr. Stamps memory through the installation of a plaque in position of prominence in Framingham.

Additionally, we seek a formal apology from the City of Framingham and the police department. The fact that the City has not publicly apologized for Mr. Stamps' death in the over nine (9) years since it occurred is inexcusable. We also seek clarity from the City as to how this incident occurred and how the City has ensured that no citizen will endure the same tragic fate as Mr. Stamps in the future.

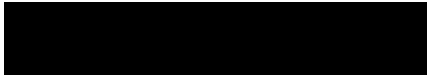
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an innocent man should preclude him from serving as a police officer anywhere. His continued employment has eroded the public's trust in the FPD and dishonors Mr. Stamps and his family.

Again, we understand you were not in office at the time this incident occurred but we urge you to take the appropriate action to ensure that Mr. Stamps is honored and that the City becomes safer for all, but especially for BIPOC and other marginalized individuals that, as you are undoubtedly aware, are statistically more likely to suffer from racial profiling, police brutality, and other countless injustices. Although we cannot bring Mr. Stamps back, we now have the opportunity to effectuate at least some shred of justice on his behalf and we urge you to join us in this fight.

Thank you in advance for your assistance and support. Our group can be reached via our spokespersons:

Selvin Chambers



Donald Harding



NOTE: We ask everyone to please respect the Stamps family's privacy and refrain from contacting any members of the Stamps family at this time.

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Ronald S. Brandolini

From: Yvonne M. Spicer
Sent: Monday, July 27, 2020 10:54 AM
To: Ronald S. Brandolini; Lester Baker; Victor C. Pereira
Subject: Fwd: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

FYI

Dr. Yvonne M. Spicer, Mayor
City of Framingham
150 Concord Street | Framingham MA 01702
t: [508.532.5401](tel:508.532.5401) | f: [508.532.5409](tel:508.532.5409)
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Twitter: @Mayor_Spicer

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To: "Yvonne M. Spicer" <mayorspicer@framinghamma.gov>, "Thatcher W. Kezer" <tkezer@framinghamma.gov>, "Kelly L. McFalls" <kmcfalls@framinghamma.gov>
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Selvin Chambers



Donald Harding



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Ronald S. Brandolini

From: Lester Baker
Sent: Monday, August 3, 2020 9:02 AM
To: Ronald S. Brandolini
Subject: FW: Boston Globe / Eurie Stamps march Saturday

From: Carl, Steven B. (Public Safety) <sb.carl@assumption.edu>
Sent: Wednesday, July 29, 2020 7:17 PM
To: Lester Baker <lb@framinghamma.gov>
Subject: Fwd: Boston Globe / Eurie Stamps march Saturday

FYI

I will not be making media comments, it would be inappropriate to do so.
You may want to notify and forward this to Chris Petrini and Chief BRANDOLINI
Steve

Begin forwarded message:

From: "Hilliard, John" <john.hilliard@globe.com>
Date: July 29, 2020 at 6:23:58 PM EDT
To: "Carl, Steven B. (Public Safety)" <sb.carl@assumption.edu>
Subject: Boston Globe / Eurie Stamps march Saturday

**** WARNING:** This email originated from outside of Assumption University. Do not click links or open attachments unless you recognize the sender and know the content is safe. ******

Good afternoon Chief Carl -- Hope you are well. I am John Hilliard, a reporter at the Boston Globe. We're covering a march in Cambridge Saturday in honor of Mr. Eurie Stamps, a Framingham man who was shot and killed by Framingham police in his home in 2011.

A Framingham police officer, Paul Duncan, reportedly fired his gun by accident and killed Mr. Stamps.

The Middlesex DA's office investigated the shooting, and in 2011, said in a statement that "the conclusion of this office is that the actions of Officer Duncan do not rise to the level of criminal conduct, and the shooting death of Eurie Stamps was an accident."

Organizers of the march are calling for the Middlesex District Attorney's office and the Massachusetts Attorney General's office to reopen the case and determine whether criminal charges should be filed in connection with Mr. Stamps's death.

Organizers have also accused investigators of being engaged in a cover-up:

"While the Framingham Police Department, Town officials, the Middlesex District Attorney and State Police have tried to hide the truth of what happened—we seek to shine a bright light on the

senseless, tragic, and entirely preventable killing of this innocent man."

Do you have any comment regarding this effort to reopen the investigation into Mr. Stamps's death?

Duncan was removed from the SWAT team due to his actions, according to a 2013 deposition you gave, when you said: "He was removed because he killed an innocent man."

Should Officer Duncan remain a police officer?

If I could hear back Thursday before the end of the day, I would appreciate it.

Best regards,

John

Facebook event

https://www.facebook.com/events/305794677218103/?active_tab=discussion

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Ronald S. Brandolini

From: Lester Baker
Sent: Wednesday, June 16, 2021 10:12 AM
To: Nicole C. Debonet; Ann M. Sacchetti; Ronald S. Brandolini
Subject: Fwd: medical bills

Lester Baker
Chief
Framingham Police Department

From: Ryan D. Porter <rdp@framinghamma.gov>
Sent: Wednesday, June 16, 2021 8:37:49 AM
To: Lester Baker <lb@framinghamma.gov>
Cc: Jason A. Ball <jab@framinghamma.gov>; Paul K. Duncan <pkd@framinghamma.gov>
Subject: FW: medical bills

Chief-

Please see below. One of Paul's bills has gone to collections.

If I could get a follow up with a status report of where this stands that would be helpful. Also, if there are any issues that we can address on our end in order to resolve this as quickly as possible it would be appreciated, but it appears both Paul and the business office have been in touch with UMASS regarding this bill so I don't know what the issue is.

Thank you,
Ryan Porter
--
President, FPOU

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Jason A. Ball" <jab@framinghamma.gov>
Date: 6/16/21 08:09 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Cc: "Brian C. Curtis" <bcc@framinghamma.gov>, "Christopher L. Hendry" <clh@framinghamma.gov>, "Paul K. Duncan" <pkd@framinghamma.gov>
Subject: FW: medical bills

Ryan,

I received a call from Paul Duncan today. The bill referenced below has been sent to a collection agency and has also been listed adversely on his credit report. He did call the collection agency to try to work it out on their end, however, if the city could assist that would be great. It is now on his credit report as a \$392.00 charge for the original \$500.00 bill.

Respectfully,
Jay Ball

From: Ann M. Sacchetti <ams@framinghamma.gov>
Sent: Wednesday, March 24, 2021 10:18 AM
To: Paul K. Duncan <pkd@framinghamma.gov>
Cc: Nicole C. Debonet <ncd@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>; Jason A. Ball <jab@framinghamma.gov>; Lester Baker <lb@framinghamma.gov>
Subject: medical bills

Good morning,

I spoke with Paula at Umass billing. They are going to rebill the bills to the Police Dept. I have spoken to them on several occasions and have paid most of your medical bills since July 18,2020. I don't have an answer as to why they convert back to billing you versus the PD but hopefully this doesn't happen again.

I do have a suggestion if you have another follow-up appt. Do not pay a co-pay let them know it is a workers comp case and give them my phone number or email. You did pay a \$30.00 co-pay on the 11/18/2020 appt which they will send back to the card you used once they reverse the monies they received from the insurance co.

If there is anything else I can help with please let me know

regards

Ann M Sacchetti
Payroll Administrator
Framingham Police Dept
1 William Welch Way
Framingham MA 01702
ams@framinghamma.gov
Ph# 508/532-5916 Fax# 508/532-5899

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Ronald S. Brandolini

From: Lester Baker
Sent: Wednesday, June 16, 2021 11:25 AM
To: Ann M. Sacchetti; Ryan D. Porter; Paul K. Duncan
Cc: Ronald S. Brandolini; Nicole C. Debonet; Jason A. Ball
Subject: RE: medical bills

Please keep me updated on this I would like this resolved ASAP. If we need to make calls to higher ups I will start that, I have serious concerns of our officers being put into collection, for IOD bills.

I know you have been working on this Ann, but if you are not getting the results you need from them, then we need to go another route.

Thanks for your attention to this matter,
C/Baker

From: Ann M. Sacchetti
Sent: Wednesday, June 16, 2021 10:47 AM
To: Ryan D. Porter <rdp@framinghamma.gov>; Paul K. Duncan <pkd@framinghamma.gov>
Cc: Lester Baker <lb@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>; Nicole C. Debonet <ncd@framinghamma.gov>; Jason A. Ball <jab@framinghamma.gov>
Subject: RE: medical bills

Thank you

Ann

From: Ryan D. Porter <rdp@framinghamma.gov>
Sent: Wednesday, June 16, 2021 10:46 AM
To: Ann M. Sacchetti <ams@framinghamma.gov>; Paul K. Duncan <pkd@framinghamma.gov>
Cc: Lester Baker <lb@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>; Nicole C. Debonet <ncd@framinghamma.gov>; Jason A. Ball <jab@framinghamma.gov>
Subject: RE: medical bills

Ann- thank you for the response. I know both you and Paul have been trying to get this fixed. I am forwarding this to him so he can get you a copy of the bill.

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ann M. Sacchetti" <ams@framinghamma.gov>
Date: 6/16/21 10:20 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>

Cc: Lester Baker <lb@framinghamma.gov>, "Ronald S. Brandolini" <RSB@framinghamma.gov>, "Nicole C. Debonet" <ncd@framinghamma.gov>
Subject: RE: medical bills

Good morning all

I have spoken to Umass on several occasions and keep giving the same info over and over. I actually received a bill from Umass for Paul the correct way the other day. I'm not sure if there are several different depts.? One thing is Paul can keep telling them it is workers comp that we are self-insured and give my name phone number 508/532/5916 fax # 508/532/5899 and the address to the police dept. if I could also get the bill that went to collections or the info so I may call the collection agency and get it rebilled to us that would be great.

As you all know the medical facilities is one of the hardest vendors to get through to. I have been trying to make this right for ever. I will call again today.

Again if I could get that bill from the collection agency that would be great

Thank you

Regards

Ann

From: Lester Baker <lb@framinghamma.gov>
Sent: Wednesday, June 16, 2021 10:12 AM
To: Nicole C. Debonet <ncd@framinghamma.gov>; Ann M. Sacchetti <ams@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: Fwd: medical bills

Lester Baker
Chief
Framingham Police Department

From: Ryan D. Porter <rdp@framinghamma.gov>
Sent: Wednesday, June 16, 2021 8:37:49 AM
To: Lester Baker <lb@framinghamma.gov>
Cc: Jason A. Ball <jab@framinghamma.gov>; Paul K. Duncan <pkd@framinghamma.gov>
Subject: FW: medical bills

Chief-

Please see below. One of Paul's bills has gone to collections.

If I could get a follow up with a status report of where this stands that would be helpful. Also, if there are any issues that we can address on our end in order to resolve this as quickly as possible it would be appreciated, but it appears both Paul and the business office have been in touch with UMASS regarding this bill so I don't know what the issue is.

Thank you,
Ryan Porter

--

President, FPOU

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Jason A. Ball" <jab@framinghamma.gov>

Date: 6/16/21 08:09 (GMT-05:00)

To: "Ryan D. Porter" <rdp@framinghamma.gov>

Cc: "Brian C. Curtis" <bcc@framinghamma.gov>, "Christopher L. Hendry" <clh@framinghamma.gov>, "Paul K. Duncan" <pkd@framinghamma.gov>

Subject: FW: medical bills

Ryan,

I received a call from Paul Duncan today. The bill referenced below has been sent to a collection agency and has also been listed adversely on his credit report. He did call the collection agency to try to work it out on their end, however, if the city could assist that would be great. It is now on his credit report as a \$392.00 charge for the original \$500.00 bill.

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From: Ann M. Sacchetti <ams@framinghamma.gov>

Sent: Wednesday, March 24, 2021 10:18 AM

To: Paul K. Duncan <pkd@framinghamma.gov>

Cc: Nicole C. Debonet <ncd@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>; Jason A. Ball <jab@framinghamma.gov>; Lester Baker <lb@framinghamma.gov>

Subject: medical bills

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I do have a suggestion if you have another follow-up appt. Do not pay a co-pay let them know it is a workers comp case and give them my phone number or email. You did pay a \$30.00 co-pay on the 11/18/2020 appt which they will send back to the card you used once they reverse the monies they received from the insurance co.

If there is anything else I can help with please let me know

regards

Ann M Sacchetti

Payroll Administrator
Framingham Police Dept
1 William Welch Way
Framingham MA 01702
ams@framinghamma.gov
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Ronald S. Brandolini

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Friday, February 5, 2021 3:12 PM
To: Paul K. Duncan
Cc: Gregory M. Reardon; Lester Baker; Ronald S. Brandolini; Victor C. Pereira; Harry D. Wareham; Nicole C. Debonet; Ann M. Sacchetti
Subject: Paul Duncan - Swing Shift on Midnights

Paul,

You were the senior patrol officer to put in for the 11 PM to 7 AM swing shift opening. I have sent Brian Simoneau the information to make your shift change effective Monday, February 15, 2021. Brian will send you a screenshot of the change so you can see any group change days off etc. I have also cc'd payroll so they can make any contractual adjustments in your pay.

If you have any questions, please let me know.

Deputy Chief Sean Riley #277

Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

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Victor C. Pereira

From: Yvonne M. Spicer <mayorspicer@framinghamma.gov>
Sent: Monday, July 27, 2020 10:54 AM
To: Ronald S. Brandolini; Lester Baker; Victor C. Pereira
Subject: Fwd: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

FYI

Dr. Yvonne M. Spicer, Mayor
City of Framingham
150 Concord Street | Framingham MA 01702
t: 508.532.5401 | f: 508.532.5409
www.framinghamma.gov
Twitter: @Mayor_Spicer

SIGN-UP TO RECEIVE THE BI-WEEKLY NEWSLETTER

<https://www.framinghamma.gov/>

Begin forwarded message:

From: "Alaa M. Abusalah" <ama@framinghamma.gov>
Date: July 27, 2020 at 9:14:18 AM EDT
To: "Yvonne M. Spicer" <mayorspicer@framinghamma.gov>, "Thatcher W. Kezer" <tkezer@framinghamma.gov>, "Kelly L. McFalls" <kmcfalls@framinghamma.gov>
Subject: FW: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

fyi

From: Lisa Bombardieri [REDACTED]
Sent: Thursday, July 23, 2020 12:36 PM
To: Mayor <Mayor@framinghamma.gov>
Subject: Eurie Stamps, Sr. - Shot and killed by the Framingham Police on January 5, 2011 / #justiceforeurie

Dear Mayor Spicer:

As you are likely aware, on January 5, 2011, the Framingham Police shot and killed Eurie Stamps, Sr., an innocent, elderly man, in his home. We understand that you were not in office during that time but are hopeful that you will offer our group your support and assistance as we work to seek justice for Mr. Stamps.

WHO WE ARE

We are friends of the Stamps family, members of the community, and concerned citizens who have united to honor the legacy of Eurie Stamps, Sr. Together, we seek to shed light on the local and systemic forces that led to his death at the hands of the Framingham Police in 2011. We will tell his story so that he is remembered, seek justice and a public apology that, to date, has been denied, and help to dismantle the racist institutions and policies that led to the death of an innocent grandfather in his own home, so that this tragedy is not repeated.

WHO WAS EURIE STAMPS, SR.

Eurie “Big Eur” Stamps, Sr, grew up in Cambridge, Massachusetts and was well-known in the community for his kind heart and ever-present willingness to help anyone in need. He raised his children in Cambridge and served as a father-figure and mentor for all of the youth in Cambridge and volunteered countless hours coaching basketball and other sports. He spent his career as a maintenance professional at the MBTA and was looking forward to a peaceful retirement and more time to enjoy his 15 grandchildren, 1 great-grandchild, and many dear friends and family members. At the time of his death, Mr. Stamps was 68 years old and living in Framingham with his wife and step-son.

THE KILLING OF EURIE STAMPS, SR.

On the night of January 5, 2011, the Framingham Police Department (“FPD”) employed the full force of its SWAT team to serve a routine search warrant directed at Eurie Stamps’ 20 year-old stepson. When the SWAT team and other members of the FPD arrived in the neighborhood, they found and arrested the 20 year-old stepson (suspected of a non-violent drug-related crime) some 300 feet from the Stamps residence. The FPD had no reason to suspect that anyone in the home was armed or violent. The SWAT team knew that Mr. Stamps (age 68) and his wife were not suspects, and posed no threat whatsoever. Mrs. Stamps was on the front steps of the home when the SWAT team approached and immediately complied with orders to lie on the ground, where she was seized and detained.

Thereafter, nearly a dozen members of the FPD SWAT team in full battle gear entered the home with a staggering amount of force and violence, which, by all accounts, was profoundly excessive for the situation. They broke windows to toss flash-bang grenades into the Stamps’ home, and then used battering rams to knock down two doors through which they entered while other officers and fire trucks were standing by outside

Mr. Stamps was in his bedroom watching the Celtics game in his pajamas. When the SWAT team entered, Mr. Stamps came out of his bedroom and immediately complied with commands to lay face down on the floor with his hands above his head. As other officers searched the home, Officer Paul Duncan stood over Mr. Stamps with his M4 automatic rifle pointed directly at Mr. Stamps’ head. Without provocation, Officer Duncan pulled the trigger and killed Eurie Stamps, Sr., as he lay stomach-down on the floor looking up at Duncan with his hands above his head.

The FPD has maintained that Mr. Stamps’ death was an unfortunate accident. We vehemently disagree. Mr. Stamps’ killing was the direct result of Officer Duncan’s intentional, grossly negligent conduct that violated FPD rules and the training he had received. Officer Duncan disengaged the safety on his weapon, had his finger inside the trigger guard, and aimed his rifle directly at Mr. Stamps face at close range—all in direct violation of FPD regulations and

universally accepted protocols. That the FPD employed its now-disbanded SWAT team was inexcusable. Would they have done so for a 20 year- old white suspect in a more upscale neighborhood?

The most egregious aspect of the unlawful shooting of Eurie Stamps is the cover-up that followed. The so-called investigation conducted by the Middlesex District Attorney and the State Police was an unprofessional white-wash. They accepted Officer Duncan's completely unfounded story that his rifle discharged when he tripped and fell without questioning, under oath, a single member of the SWAT team who was in the room where the shooting occurred or nearby. They conducted no critical analysis of Officer Duncan's story based on forensic evidence and scientific standards. They completely ignored that Officer Duncan violated FPD training and regulations. That was what the public saw, all part of the cover-up. Meanwhile, the FPD quietly fired Officer Duncan from the SWAT team the day after the shooting. When questioned under oath in the Stamps family's civil rights lawsuit why Duncan was fired from the SWAT team, Chief Steven Carl responded, "He killed an innocent man." However, we understand that Officer Duncan has remained on the police force, which is both confounding and outrageous.

While the Framingham Police Department, Town officials, the Middlesex District Attorney and State Police have tried to hide the truth of what happened—we seek to shine a bright light on the senseless, tragic, and entirely preventable killing of this innocent man.

Although several years have passed since Mr. Stamps' shooting, he remains in our hearts and minds, especially as similar tragedies have come to light throughout this country. We will fight to honor his life and legacy and to prevent others from suffering the same injustices.

WHAT WE WILL DO:

We have organized a press conference and march in Cambridge, MA, Mr. Stamps' hometown, on August 1, 2020 at 11:30 a.m., to which you are invited to attend. (https://www.facebook.com/events/305794677218103/?active_tab=about)

We plan to march from Cambridge City Hall to Hoyt Field to bring attention to this incident and honor Mr. Stamps' memory. We understand that the City of Cambridge will issue a proclamation honoring Mr. Stamps. Plans are also underway to install a plaque commemorating Mr. Stamps in Cambridge and rename a city square in his name.

We have also planned a **vigil on the steps of the Memorial Building in Framingham on Saturday, August 15, 2020** to raise awareness of Mr. Stamps' death at the hands of the City and its police department. We have invited members of the press to attend this vigil and hope that you will join us as well. We are hopeful that with the help of your office, we can honor Mr. Stamps memory through the installation of a plaque in position of prominence in Framingham.

Additionally, we seek a formal apology from the City of Framingham and the police department. The fact that the City has not publicly apologized for Mr. Stamps' death in the over nine (9) years since it occurred is inexcusable. We also seek clarity from the City as to how this incident occurred and how the City has ensured that no citizen will endure the same tragic fate as Mr. Stamps in the future.

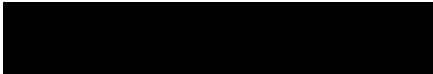
Finally, we seek the immediate termination/resignation of Officer Paul Duncan. His flagrant violation of FPD rules and universally accepted protocols directly leading to the shooting death of

an innocent man should preclude him from serving as a police officer anywhere. His continued employment has eroded the public's trust in the FPD and dishonors Mr. Stamps and his family.

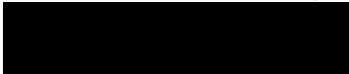
Again, we understand you were not in office at the time this incident occurred but we urge you to take the appropriate action to ensure that Mr. Stamps is honored and that the City becomes safer for all, but especially for BIPOC and other marginalized individuals that, as you are undoubtedly aware, are statistically more likely to suffer from racial profiling, police brutality, and other countless injustices. Although we cannot bring Mr. Stamps back, we now have the opportunity to effectuate at least some shred of justice on his behalf and we urge you to join us in this fight.

Thank you in advance for your assistance and support. Our group can be reached via our spokespersons:

Selvin Chambers



Donald Harding



NOTE: We ask everyone to please respect the Stamps family's privacy and refrain from contacting any members of the Stamps family at this time.

One Framingham - Focused on the Future

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Victor C. Pereira

From: Ronald S. Brandolini
Sent: Tuesday, August 11, 2020 8:51 AM
To: Lester Baker; Victor C. Pereira; Nicole C. Debonet
Cc: Ronald S. Brandolini
Subject: Duncan

Did anyone receive anything in writing regarding Duncan current medical issue? Doctors reports? IOD reports?

Sent from my iPhone

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Victor C. Pereira

From: Victor C. Pereira
Sent: Tuesday, August 11, 2020 9:43 AM
To: Ronald S. Brandolini
Subject: RE: Duncan

I did not.

-----Original Message-----

From: Ronald S. Brandolini
Sent: Tuesday, August 11, 2020 8:51 AM
To: Lester Baker <lb@framinghamma.gov>; Victor C. Pereira <VCP@framinghamma.gov>; Nicole C. Debonet <ncd@framinghamma.gov>
Cc: Ronald S. Brandolini <RSB@framinghamma.gov>
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Victor C. Pereira

From: Lester Baker
Sent: Thursday, August 13, 2020 10:55 AM
To: Nicole C. Debonet; Ronald S. Brandolini
Cc: Victor C. Pereira
Subject: RE: Duncan

I don't have anything

From: Nicole C. Debonet <ncd@framinghamma.gov>
Sent: Wednesday, August 12, 2020 7:55 AM
To: Ronald S. Brandolini <RSB@framinghamma.gov>
Cc: Lester Baker <lb@framinghamma.gov>; Victor C. Pereira <VCP@framinghamma.gov>
Subject: Re: Duncan

I have nothing

Nicole DeBonet
Business Manager
Framingham Police Department
1 William H Welch Way
Framingham, MA 01702
ncd@framinghamma.gov
(direct) 508-532-5913
(Fax) 508-532-5899

On Aug 11, 2020, at 8:50 AM, Ronald S. Brandolini <RSB@framinghamma.gov> wrote:

Did anyone receive anything in writing regarding Duncan current medical issue? Doctors reports? IOD reports?

Sent from my iPhone

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Victor C. Pereira

From: Lester Baker
Sent: Monday, August 31, 2020 12:01 AM
To: Ronald S. Brandolini; Nicole C. Debonet; Victor C. Pereira; Brian X.Simoneau
Subject: Fwd: fyi

Brian, can you change Paul's sick time to IOD.

His IOD was approved.

Lester Baker
Deputy Chief
Framingham Police Department
Sent from iOS

From: Nicole C. Debonet <ncd@framinghamma.gov>
Sent: Sunday, August 30, 2020 22:58
To: Lester Baker
Subject: fyi

I have Duncan changed in payroll/hr, but he is still listed as sick in onduity.

N

Nicole DeBonet
Business Manager
Framingham Police Department
1 William H Welch Way
Framingham, MA 01702
ncd@framinghamma.gov
(direct) 508-532-5913
(fax) 508-532-5899

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Victor C. Pereira

From: Ronald S. Brandolini
Sent: Tuesday, September 22, 2020 6:49 PM
To: Lester Baker; Victor C. Pereira
Subject: Fwd: Duncan IOD

Friday at noon meeting with FPOU not Thursday

Sent from my iPhone

Begin forwarded message:

From: "Ryan D. Porter" <rdp@framinghamma.gov>
Date: September 22, 2020 at 4:38:46 PM EDT
To: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Subject: RE: Duncan IOD

Noon it is thanks

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Date: 9/22/20 14:59 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: Re: Duncan IOD

I can do 12

Sent from my iPhone


On Sep 22, 2020, at 2:48 PM, Ryan D. Porter <rdp@framinghamma.gov> wrote:

Can we reschedule for Friday? Sorry for the change

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>

Date: 9/22/20 08:53 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: RE: Duncan IOD

ok

From: Ryan D. Porter
Sent: Monday, September 21, 2020 3:52 PM
To: Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: RE: Duncan IOD

Thursday

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Date: 9/21/20 13:56 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: Re: Duncan IOD

Thurs or friday

Sent from my iPhone

On Sep 21, 2020, at 1:52 PM, Ryan D. Porter <rdp@framinghamma.gov>
wrote:

I'm off all week but can do tomorrow at 330

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Date: 9/21/20 12:03 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: Re: Duncan IOD

Lets meet upon your return later this week

Sent from my iPhone

On Sep 21, 2020, at 11:49 AM, Ronald S. Brandolini
<RSB@framinghamma.gov> wrote:

To Nicole please

Sent from my iPhone

On Sep 21, 2020, at 9:40 AM, Ryan D.
Porter <rdp@framinghamma.gov>
wrote:

Chief-

Should Duncan submit his
receipts/bills from doctors/insurance
to business office in regards to
expenses stemming from his IOD?
Or do they go to someone at city
hall?

Thanks in advance,

Ryan Porter

--

President
FPOU

Sent from my Verizon, Samsung Galaxy
smartphone

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Victor C. Pereira

From: Victor C. Pereira
Sent: Wednesday, September 23, 2020 7:25 AM
To: Ronald S. Brandolini
Subject: Re: Duncan IOD

Ok

Sent from my iPhone

On Sep 22, 2020, at 6:49 PM, Ronald S. Brandolini <RSB@framinghamma.gov> wrote:

Friday at noon meeting with FPOU not Thursday

Sent from my iPhone

Begin forwarded message:

From: "Ryan D. Porter" <rdp@framinghamma.gov>
Date: September 22, 2020 at 4:38:46 PM EDT
To: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Subject: RE: Duncan IOD

Noon it is thanks

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Date: 9/22/20 14:59 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: Re: Duncan IOD

I can do 12

Sent from my iPhone

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Can we reschedule for Friday? Sorry for the change

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Date: 9/22/20 08:53 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: RE: Duncan IOD

ok

From: Ryan D. Porter
Sent: Monday, September 21, 2020 3:52 PM
To: Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: RE: Duncan IOD

Thursday

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Date: 9/21/20 13:56 (GMT-05:00)
To: "Ryan D. Porter" <rdp@framinghamma.gov>
Subject: Re: Duncan IOD

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Brandolini <RSB@framinghamma.gov>
wrote:

To Nicole please

Sent from my iPhone

On Sep 21, 2020, at
9:40 AM, Ryan D. Porter
<rdp@framinghamma.gov>
wrote:

Chief-

Should Duncan
submit his
receipts/bills from
doctors/insurance to
business office in
regards to expenses
stemming from his
IOD? Or do they go to
someone at city hall?

Thanks in advance,

 Ryan Porter

--

President
FPOU

Sent from my Verizon,
Samsung Galaxy
smartphone

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Victor C. Pereira

From: Victor C. Pereira
Sent: Thursday, January 7, 2021 3:25 PM
To: Ronald S. Brandolini; Harry D. Wareham; Patricia Grigas
Subject: RE: duncan?

I have a call into him to double check his status and I waiting for a call back.

From: Ronald S. Brandolini
Sent: Thursday, January 7, 2021 3:21 PM
To: Victor C. Pereira <VCP@framinghamma.gov>; Harry D. Wareham <HDW@framinghamma.gov>
Subject: Fwd: duncan?

Sent from my iPhone

Begin forwarded message:

From: Patricia Grigas <PG@framinghamma.gov>
Date: January 7, 2021 at 3:12:48 PM EST
To: "Ronald S. Brandolini" <RSB@framinghamma.gov>
Subject: Re: duncan?

He needs a lot of training. I can assign him to MPTC online to start with?
If he is it counted for staffing I can have him either work off computer in alcove or from home
And he is not certified for the office

Sent from my iPhone

On Jan 7, 2021, at 2:13 PM, Ronald S. Brandolini <RSB@framinghamma.gov> wrote:

yes

From: Nicole C. Debonet
Sent: Thursday, January 7, 2021 2:12 PM
To: Lester Baker <lb@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>; Victor C. Pereira <VCP@framinghamma.gov>
Subject: duncan?

Is Duncan back tomorrow? He is on the schedule in on duty.

Nicole DeBonet
Business Manager

Framingham Police Department
1 William H Welch Way
Framingham, MA 01702
ncd@framinghamma.gov
(direct) 508-532-5913
(fax) 508-532-5899

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Victor C. Pereira

From: Victor C. Pereira
Sent: Thursday, January 7, 2021 4:51 PM
To: Ronald S. Brandolini
Subject: DUNCAN TOMORROW

Harry just called me. He said he spoke to Duncan and that Duncan is coming in tomorrow. Harry wasn't aware of the doctor's note when he spoke to Duncan. I won't be in in the morning so I told him to have Duncan see you so the doctor's note situation can get squared away. He'll have to do firearms training and there are some trainings that Patty can assign him as well.

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Victor C. Pereira

From: Ronald S. Brandolini
Sent: Thursday, January 7, 2021 5:19 PM
To: Victor C. Pereira
Subject: Re: DUNCAN TOMORROW

Ok

Sent from my iPhone

On Jan 7, 2021, at 4:51 PM, Victor C. Pereira <VCP@framinghamma.gov> wrote:

Harry just called me. He said he spoke to Duncan and that Duncan is coming in tomorrow. Harry wasn't aware of the doctor's note when he spoke to Duncan. I won't be in in the morning so I told him to have Duncan see you so the doctor's note situation can get squared away. He'll have to do firearms training and there are some trainings that Patty can assign him as well.

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Victor C. Pereira

From: Victor C. Pereira
Sent: Friday, January 8, 2021 4:11 PM
To: Jorge E. Ruiz; Ronald S. Brandolini
Subject: RE: Officer Duncan

ty

From: Jorge E. Ruiz
Sent: Friday, January 8, 2021 3:04 PM
To: Victor C. Pereira <VCP@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: FW: Officer Duncan

See below for update in O/Duncan

Lieutenant

Jorge E. Ruiz
Licensing Bureau Commander

1 William H. Welch Way
Framingham, MA 01702

Phone: (508) 532-5906 | Fax: (508) 872-3506
jer@framinghamma.gov | www.framinghampd.org

From: Steve P. Casey <SPC@framinghamma.gov>
Sent: Friday, January 08, 2021 1:05 PM
To: Jorge E. Ruiz <JER@framinghamma.gov>
Cc: Steve P. Casey <SPC@framinghamma.gov>
Subject: RE: Officer Duncan

Officer Duncan has completed the super sock period of instruction and fired the prescribed 8 rounds. He was informed about low light shooting tactics and completed the low light shooting drills. He has completed a MPTC pistol qualification course scoring 98 percent.

From: Jorge E. Ruiz <JER@framinghamma.gov>
Sent: Friday, January 08, 2021 10:25 AM
To: Steve P. Casey <SPC@framinghamma.gov>
Cc: Victor C. Pereira <VCP@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>
Subject: Officer Duncan

Steve,

Upon completion of the super-sock training today with Officer Duncan, please complete the attached low light drills and review the different flashlight carries. Please respond to tis email when this is completed so that I may keep this as a record of his completed training.

Lieutenant

Jorge E. Ruiz

Licensing Bureau Commander

1 William H. Welch Way
Framingham, MA 01702

Phone: (508) 532-5906 | Fax: (508) 872-3506

jer@framinghamma.gov | www.framinghampd.org

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Tuesday, May 16, 2023 2:15 PM
To: Blaise Tersoni; Robert W. Sibilio; Gregory M. Reardon; Leonard J. Pini
Cc: Lester Baker; Ronald S. Brandolini; Sean D. Riley; Victor C. Pereira
Subject: Time Owed - Patrol Officer

Good Afternoon,

Per the FPOU contract, Time Owed shall be limited to **no more than 170 hours**. During our most recent audit we have found the following individuals in excess of the time, coming close to the time, and a few in the negative. For those employees over the 170 hours, please speak with them and have them schedule time off using time owed and let me know what the plan is. Or they are subject to a mandatory buyout. Those in the negative, please be sure to let them know and have a plan to get back to zero. Finally, those coming close to the 170 mark I just wanted you to be aware of.

Over the 170 hours:

- Officer Kathleen McGrath – 215 hours

Negative Time Owed:

- Officer Katharine Demoraes - 0.52 hours
- Officer Paul Duncan – 13.66 hours
- Dispatcher Ryan Fitzgerald – 4.12 hours
- Officer Tom Gardner – 19.78 hours

Approaching the 170 hour mark:

- Officer Jeannette Dones – 157.36 hours
- Officer Jose Goncalves – 165.57 hours

Thank You,

Deputy Chief Sean Riley #277
Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

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Sean D. Riley

From: Ronald S. Brandolini <RSB@framinghamma.gov>
Sent: Wednesday, June 2, 2021 8:48 AM
To: Lester Baker; Victor C. Pereira; Sean D. Riley; Harry D. Wareham
Subject: Sgt interviews

June 7th Sergeant Interviews

8am -Brian Curtis
9am-Ryan Porter
10am-Andrew Crawford
11am-Rony Cesar
Lunch
1pm-Jason Ball
2pm-Chris Pisano
3pm-John Moore
4pm-Susan Machado

June 8th

8am-Qaiss Farazi
9am-Chrsitopher Teel
10am-Paul Duncan
11am-Jose Cosme
12-Chris Hendry

June 9th

230pm-Mike McDonald

All except first person were asked to be here twenty minutes early for interview in case we are ahead of schedule and wait in roll call room.

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Sean D. Riley

From: Ronald S. Brandolini <RSB@framinghamma.gov>
Sent: Tuesday, March 23, 2021 2:08 PM
To: Lester Baker
Cc: Victor C. Pereira; Sean D. Riley
Subject: excel Sgts.xlsx
Attachments: excel Sgts.xlsx

Fyi- 26 signed up for Sergeant exam

Education isn't complete yet on sheet

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Sean D. Riley

From: Victor C. Pereira <VCP@framinghamma.gov>
Sent: Tuesday, March 21, 2023 4:06 PM
To: Ronald S. Brandolini; Sean D. Riley
Subject: FW: 911 operators
Attachments: Framingham 911 Telecommunicator List.pdf

Brando: you asked me about Dones and Duncan. They are not 911 certified.

Sean: I asked Eliadi to keep the shift commanders up to date regarding who is/isn't 911 certified.

Eliadi is working on getting everyone in patrol up to date with their 911 certification.

Ty,

DC/V. Pereira

From: Chris K. Eliadi <cke@framinghamma.gov>
Sent: Tuesday, March 21, 2023 2:17 PM
To: Victor C. Pereira <VCP@framinghamma.gov>
Subject: 911 operators

Deputy,

I attached the most recent list of 911 operators for our department. I requested information on what training was needed to bring the following officers into compliance:

- John Skinnion
- James Sebastian
- Kimberly Kelleher
- Kristen Walls
- John Moore
- Jeannette Dones
- Landny Khampaeng
- Arthur Sistrand
- Paul Duncan
- Matthew Gutwill

8 officers, mostly new hires, are enrolled in state 911 training and will be in attendance in the next 2 months. Those officers are

- Robert Lewis
- Ian Boyce
- Jose Diaz
- Kieran Cournoyer
- Brian Doyle
- Nicholas St. Germain
- Robert Downing Jr.
- Salvatore Florio

I will register the most recent hires upon their completion of field training.

- Paul Curtin
- Morgan Whiton
- Conner Macleod
- Jared Vitale
- Victor Souza

Christopher K. Eliadi
Lieutenant
Records/Training Division
Framingham Police
1 William H. Welch Way
Framingham, MA 01702
cke@framinghamma.gov

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Sean D. Riley

Subject: Sergeant Interviews
Location: Chief's Conference Room

Start: Mon 6/17/2019 9:45 AM
End: Mon 6/17/2019 12:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Victor C. Pereira

06/12/19 UPDATE: Due to a scheduling conflict, the interviews will start at 0945. The new interview times are 0945: O/Cesar, 1030: O/Duncan, 1115: O/Burrell.

Chris, Ron, and Paul:

The interviews for the sergeant position will be on Monday, June 17th starting at 0900 hours. These interviews generally go for 30-45 minutes. Please arrive about 15 minutes prior to your interview time in case the interview prior to yours finishes up early. The interview schedule is as follows:

0900 – O/Burrell
0945 – O/Cesar
1030 – O/Duncan

If you have any questions, please contact me.

Ty,

DC/V. Pereira

Sean: This is being sent to you for informational purposes. I realize you won't be there.

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Sean D. Riley

Subject: Sergeant Interviews
Location: Chief's Conference Room

Start: Mon 6/17/2019 9:00 AM
End: Mon 6/17/2019 11:30 AM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Victor C. Pereira

Chris, Ron, and Paul:

The interviews for the sergeant position will be on Monday, June 17th starting at 0900 hours. These interviews generally go for 30-45 minutes. Please arrive about 15 minutes prior to your interview time in case the interview prior to yours finishes up early. The interview schedule is as follows:

0900 - O/Burrell
0945 - O/Cesar
1030 - O/Duncan

If you have any questions, please contact me.

Ty,

DC/V. Pereira

Sean: This is being sent to you for informational purposes. I realize you won't be there.

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Sean D. Riley

Subject: Meeting with Paul Duncan
Location: Chief's Conference Room, Police Station, 1 William Welch Way

Start: Mon 12/19/2022 1:00 PM
End: Mon 12/19/2022 2:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Lester Baker

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Sean D. Riley

From: Lester Baker <lb@framinghamma.gov>
Sent: Friday, December 9, 2022 1:18 PM
To: Paul K. Duncan; Sean D. Riley
Subject: RE: Meeting

Send me some availability for next week

From: Paul K. Duncan
Sent: Wednesday, December 7, 2022 6:07 PM
To: Sean D. Riley <SDR@framinghamma.gov>
Cc: Lester Baker <lb@framinghamma.gov>
Subject: Re: Meeting

Thanks

Sent from my iPhone

On Dec 7, 2022, at 16:32, Sean D. Riley <SDR@framinghamma.gov> wrote:

Good Afternoon Paul,

I did brief the Chief on our conversation and your concerns yesterday. I have included the Chief on this email to see if he is available and when to meet with you. I will be out the rest of the week do to a medical procedure, so I will not be around. I will let the Chief get back to you regarding availability.

Deputy Chief Sean Riley #277
Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

On Dec 7, 2022, at 4:02 PM, Paul K. Duncan <pkd@framinghamma.gov> wrote:

Deputy Riley

During our conversation in your office yesterday morning you said you would speak to Chief Baker about having a sit down with the three of us to discuss the concerns I brought to your attention. I was curious if you had the opportunity to speak with him as I would like to address my concerns with the both of you as soon as possible.

Respectfully
Paul Duncan

Sent from my iPhone

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Sean D. Riley

From: Lester Baker <lb@framinghamma.gov>
Sent: Thursday, October 13, 2022 4:33 PM
To: Gregory M. Reardon
Cc: Sean D. Riley
Subject: Time Owed Audit

Time Owed Audit as of 10/03:

Please see below and get the hours corrected asap. Excessive hours need to be paid out unless this time is going to be used immediately. FPOU members can't exceed 170.000 hours. I have been reprimanded for allowing excess time on the books and this need to be monitored.

If this has already been corrected since 10/3, sorry for the email and your attention to the matter.

Negative Time:

Ryan Corliss -4.75000
Paul Duncan -0.1600
Ryan Fitzgerald -14.1200
Anthony Guarino -1.0000
Arthur Sistrand -11.4790
John Skinnon -1.4800



Lester Baker
Chief of Police

Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
Phone: (508) 532-5887
lb@framinghamma.gov

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Sean D. Riley

From: Lester Baker <lb@framinghamma.gov>
Sent: Sunday, January 16, 2022 2:01 PM
To: Gregory M. Reardon; Sean D. Riley
Cc: Andrew R. Crawford; Paul K. Duncan; Jake A. McKinnon
Subject: FW: Thank you.

Wanted to share an email I received with you. Great job gentlemen!

Thank you,
C/Baker

From: Tim Fitts <tfitts@fittsinsurance.com>
Sent: Sunday, January 16, 2022 9:45 AM
To: Lester Baker <lb@framinghamma.gov>
Subject: Thank you.

CAUTION: This email originated from outside your organization. Do not click links or open attachments unless you recognize and verify the sender and know the content is safe.

Hello Chief Baker,

On January 2nd at 4 AM, 3 of your men came to our home to deliver the worst news parents can receive.

Sgt. Crawford, officers Duncan and McKinnon. I believe it was officer Duncan that did the talking. While the news was devastating, it could not have been delivered in a more sympathetic and delicate manor.

They've been on my mind since and I'd just like for you to know that we have another level of respect for the men in blue, and the jobs that most people don't even consider or think about them being charged with.

Please extend our sincere gratitude to these officers. I'm sure it's weighed on them as well.

God bless you and Framingham's finest for all you do keeping our community together every day.

Sincerely,

Tim, Danielle and TJ Fitts



Timothy N Fitts, CIC
Vice President

Direct: [508.416.3519](tel:508.416.3519)
www.FittsInsurance.com

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Sean D. Riley

From: Lester Baker <lb@framinghamma.gov>
Sent: Friday, December 31, 2021 10:41 AM
To: Andrew R. Crawford; Blaise Tersoni; Brian C. Curtis; Chris K. Eliadi; Chris S. Montuori; Christopher J. Burrell; Christopher J. Ottaviani; David J. Loureiro; David T. Curtis; Gregory M. Reardon; Harry D. Wareham; Jason A. Ball; Jorge E. Ruiz; Leonard J. Pini; Lester Baker; Marty C. Keith; Michael P. Sheehan; Paul M. Patriarca; Rachel M. Mickens; Richard Pomales; Robert F. Downing; Robert W. Sibilio; Ronald S. Brandolini; Rony Cesar; Scott A. Brown; Sean D. Riley; Thomas W. McCarthy; Timothy J. O'Toole; Tyson E. Mohr; Victor C. Pereira
Subject: FW: Missing Reports/Approvals 30D

We will soon start closing out 2021 stats, have these reports taken care of ASAP please

C/Baker

From: Framingham Police <KeyMail@framinghamma.gov>
Sent: Friday, December 31, 2021 1:00 AM
To: mjl@framinghamma.gov; Rachel M. Mickens <rmm@framinghamma.gov>; Richard Pomales <RP@framinghamma.gov>; Timothy J. O'Toole <tjo@framinghamma.gov>; Blaise Tersoni <BT@framinghamma.gov>; Sean D. Riley <SDR@framinghamma.gov>; Nicole C. Debonet <ncd@framinghamma.gov>; Paul M. Patriarca <pmp@framinghamma.gov>; Chris S. Montuori <CSM@framinghamma.gov>; Jorge E. Ruiz <JER@framinghamma.gov>; Leonard J. Pini <ljp@framinghamma.gov>; Lester Baker <lb@framinghamma.gov>; Marty C. Keith <MCK@framinghamma.gov>; Ronald S. Brandolini <RSB@framinghamma.gov>; Marilia B. Martins <mbm@framinghamma.gov>; sdt@framinghamma.gov; Tyson E. Mohr <tem@framinghamma.gov>; Chris K. Eliadi <cke@framinghamma.gov>; Thomas W. McCarthy <twm@framinghamma.gov>; Christopher J. Ottaviani <cjo@framinghamma.gov>; David J. Loureiro <djl@framinghamma.gov>; David T. Curtis <dtc@framinghamma.gov>
Subject: Missing Reports/Approvals 30D

CR0176
30Days
01:00:15 12-31-21
Framingham Police Department
Missing Reports/Missing Approval
Incidents between 3 and 30 days old

Date	Time	Incident	Address	Situation Found	Officer Name	Narr
12/05/21	10:40	2107574	89 BETHANY RD	LARCENY	BROWN,	
SCOTT		0				
12/05/21	15:21	2107581	650 COCHITUATE RD	INVESTIGATION	TEEL,	
CHRISTOPH		0				
12/11/21	05:28	2107719	CONCORD ST / FAIRB	ACC CRIMINAL	ER	
M	0		ANKS ST		WRIGHT, JAMES	
12/13/21	16:20	2107770	1 WILLIAM WELCH WY	INVESTIGATION	DEROSA,	
JEFFREY	387					

12/14/21	08:09	2107778	115 A ST	INVESTIGATION SR	EDWARDS,
MICHAEL	0			O	L
12/16/21	07:39	2107823	40 TEMPLE PL	HAZARD	ANTONIO,
JAMES	0				
12/17/21	07:51	2107837	301 BROOK ST	INVESTIGATION	MCGRATH,
KATHY	4540				
12/21/21	14:41	2107965	115 A ST	INVESTIGATION SR	EDWARDS,
MICHAEL	3318			O	L
12/22/21	11:44	2107982	215 ELM ST	INVESTIGATION SR	MCGRATH,
KATHY	2329				
12/22/21	12:06	2107983	1321 WORCESTER RD	WELL BEING CHECK	JORDAN,
WAYNE	0			O	
12/22/21	12:41	2107987	650 COCHITUATE RD	INVESTIGATION	O'HARE, SEAN
B	1644				
12/23/21	21:58	2108018	1 WORCESTER RD	LARCENY - SCAM	LEWIS, ANDREW
J	0				
12/23/21	23:12	2108019	1640 WORCESTER RD	FAMILY PROB	DUNCAN, PAUL
K	0				
12/24/21	03:19	2108023	73 HOLLIS ST	OVERDOSE	MACKEIL,
BRENDA	0				N
12/24/21	10:20	2108028	112 HOLLIS ST	FIRE MISC	STRANGE,
KEITH	1020				
12/24/21	13:58	2108030	BISHOP DR / BISHOP	ACC CRIMINAL	GATLIN,
TIMOTHY	4177				
12/27/21	13:26	2108063	ST ***20 EAST CENTRAL	INVESTIGATION NA	DEROSA,
JEFFREY	0				
12/27/21	12:41	2108067	ST 1220 CONCORD ST	RCOTIC LARCENY	MCGINTY,
CHRIST	2101				OPHER
12/27/21	16:13	2108073	1400 WORCESTER RD	WELL BEING CHECK	GOLDEN,
JAMES	1145				

19 records listed.

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[REDACTED]

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Tuesday, May 16, 2023 2:15 PM
To: Blaise Tersoni; Robert W. Sibilio; Gregory M. Reardon; Leonard J. Pini
Cc: Lester Baker; Ronald S. Brandolini; Sean D. Riley; Victor C. Pereira
Subject: Time Owed - Patrol Officer

Good Afternoon,

Per the FPOU contract, Time Owed shall be limited to **no more than 170 hours**. During our most recent audit we have found the following individuals in excess of the time, coming close to the time, and a few in the negative. For those employees over the 170 hours, please speak with them and have them schedule time off using time owed and let me know what the plan is. Or they are subject to a mandatory buyout. Those in the negative, please be sure to let them know and have a plan to get back to zero. Finally, those coming close to the 170 mark I just wanted you to be aware of.

Over the 170 hours:

- Officer Kathleen McGrath – 215 hours

Negative Time Owed:

- Officer Katharine Demoraes - 0.52 hours
- Officer Paul Duncan – 13.66 hours
- Dispatcher Ryan Fitzgerald – 4.12 hours
- Officer Tom Gardner – 19.78 hours

Approaching the 170 hour mark:

- Officer Jeannette Dones – 157.36 hours
- Officer Jose Goncalves – 165.57 hours

Thank You,

Deputy Chief Sean Riley #277
Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Tuesday, March 21, 2023 4:29 PM
To: Victor C. Pereira
Cc: Ronald S. Brandolini
Subject: Re: 911 operators

Received, thank you

Deputy Chief Sean Riley #277
Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

On Mar 21, 2023, at 4:06 PM, Victor C. Pereira <VCP@framinghamma.gov> wrote:

Brando: you asked me about Dones and Duncan. They are not 911 certified.

Sean: I asked Eliadi to keep the shift commanders up to date regarding who is/isn't 911 certified.

Eliadi is working on getting everyone in patrol up to date with their 911 certification.

Ty,

DC/V. Pereira

From: Chris K. Eliadi <cke@framinghamma.gov>
Sent: Tuesday, March 21, 2023 2:17 PM
To: Victor C. Pereira <VCP@framinghamma.gov>
Subject: 911 operators

Deputy,

I attached the most recent list of 911 operators for our department. I requested information on what training was needed to bring the following officers into compliance:

1. John Skinnion
2. James Sebastian
3. Kimberly Kelleher
4. Kristen Walls
5. John Moore
6. Jeannette Dones
7. Landny Khampaeng
8. Arthur Sistrand
9. Paul Duncan

10. Matthew Gutwill

8 officers, mostly new hires, are enrolled in state 911 training and will be in attendance in the next 2 months. Those officers are

11. Robert Lewis
12. Ian Boyce
13. Jose Diaz
14. Kieran Cournoyer
15. Brian Doyle
16. Nicholas St. Germain
17. Robert Downing Jr.
18. Salvatore Florio

I will register the most recent hires upon their completion of field training.

19. Paul Curtin
20. Morgan Whiton
21. Conner Macleod
22. Jared Vitale
23. Victor Souza

Christopher K. Eliadi
Lieutenant
Records/Training Division
Framingham Police
1 William H. Welch Way
Framingham, MA 01702
cke@framinghamma.gov

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<Framingham 911 Telecommunicator List.pdf>

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Friday, February 5, 2021 3:12 PM
To: Paul K. Duncan
Cc: Gregory M. Reardon; Lester Baker; Ronald S. Brandolini; Victor C. Pereira; Harry D. Wareham; Nicole C. Debonet; Ann M. Sacchetti
Subject: Paul Duncan - Swing Shift on Midnights

Paul,

You were the senior patrol officer to put in for the 11 PM to 7 AM swing shift opening. I have sent Brian Simoneau the information to make your shift change effective Monday, February 15, 2021. Brian will send you a screenshot of the change so you can see any group change days off etc. I have also cc'd payroll so they can make any contractual adjustments in your pay.

If you have any questions, please let me know.

Deputy Chief Sean Riley #277

Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Friday, December 16, 2022 3:53 PM
To: Lester Baker; Lester Baker
Subject: Accepted: Meeting with Paul Duncan

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Friday, December 16, 2022 3:44 PM
To: Teri Hegarty; Lester Baker
Cc: Paul K. Duncan; Shelly D. Hughes
Subject: Meeting with Paul Duncan Time Change

Teri,

Can you update the meeting with Paul Duncan this coming Monday to 1:00 PM until 2:00 PM. I spoke with the Chief and he wanted to provide more time for Paul and the earlier time may interfere with other meetings if he ran over.

I already confirmed with Officer Duncan the time change and if you could add Officer Shelly Hughes at Officer Duncan's request that would be appreciated.

Thank You,

Sean

Deputy Chief Sean Riley #277

Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Monday, December 12, 2022 12:26 PM
To: Lester Baker
Subject: Accepted: Meeting with Paul Duncan

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Friday, December 9, 2022 4:48 PM
To: Paul K. Duncan; Lester Baker
Subject: RE: Meeting

I am available during the following times next week.

Monday 0800 – 0930, 1030 - 1300
Tuesday 0800 – 0930, 1000 - 1200, 1300 – 1600
Wednesday 0800 – 1230, 1330 – 1600
Thursday 0800 – 1600
Friday 0800 – 0900, 1100 - 1600

Deputy Chief Sean Riley #277

Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
(508)532-5903
sdr@framinghamma.gov

From: Paul K. Duncan
Sent: Friday, December 9, 2022 4:14 PM
To: Lester Baker <lb@framinghamma.gov>
Cc: Sean D. Riley <SDR@framinghamma.gov>
Subject: Re: Meeting

Chief

Let me know when the two of you are available and I will make arrangements to be there.
Ofc Duncan

Sent from my iPhone

On Dec 9, 2022, at 13:17, Lester Baker <lb@framinghamma.gov> wrote:

Send me some availability for next week

From: Paul K. Duncan
Sent: Wednesday, December 7, 2022 6:07 PM
To: Sean D. Riley <SDR@framinghamma.gov>
Cc: Lester Baker <lb@framinghamma.gov>
Subject: Re: Meeting

Thanks

Sent from my iPhone

On Dec 7, 2022, at 16:32, Sean D. Riley <SDR@framinghamma.gov> wrote:

Good Afternoon Paul,

I did brief the Chief on our conversation and your concerns yesterday. I have included the Chief on this email to see if he is available and when to meet with you. I will be out the rest of the week do to a medical procedure, so I will not be around. I will let the Chief get back to you regarding availability.

Deputy Chief Sean Riley #277
Framingham Police Department
1 William H. Welch Way
Framingham, MA 01702
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sdr@framinghamma.gov

On Dec 7, 2022, at 4:02 PM, Paul K. Duncan <pkd@framinghamma.gov> wrote:

Deputy Riley

During our conversation in your office yesterday morning you said you would speak to Chief Baker about having a sit down with the three of us to discuss the concerns I brought to your attention. I was curious if you had the opportunity to speak with him as I would like to address my concerns with the both of you as soon as possible.

Respectfully
Paul Duncan

Sent from my iPhone

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Wednesday, December 7, 2022 4:32 PM
To: Paul K. Duncan
Cc: Lester Baker
Subject: Re: Meeting

Good Afternoon Paul,

I did brief the Chief on our conversation and your concerns yesterday. I have included the Chief on this email to see if he is available and when to meet with you. I will be out the rest of the week do to a medical procedure, so I will not be around. I will let the Chief get back to you regarding availability.

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On Dec 7, 2022, at 4:02 PM, Paul K. Duncan <pkd@framinghamma.gov> wrote:

Deputy Riley

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Sean D. Riley

From: Sean D. Riley <SDR@framinghamma.gov>
Sent: Friday, September 17, 2021 11:22 AM
To: Sworn Police Officers
Cc: Keith R. Strange; Harry D. Wareham; Lester Baker; Ronald S. Brandolini; Sean D. Riley; Victor C. Pereira
Subject: Patrol Officers being FORCED on Marathon - October 11th
Importance: High

Below is a list of all Officers being **FORCED** and on **STANDBY** for Marathon Monday, October 11, 2021. We are waiting on final confirmed numbers from the National Guard. Depending on what we get for confirmed personnel will determine if more forces are necessary.

You will report to work ready to go at 0600 hours. A more detailed email for all personnel will be sent out the week prior to the Marathon with Operational details for Shift and Marathon coverage.

FORCED LIST

1. Officer Matt Mangano
2. Officer Matthew Benjamin
3. Officer Ryan Pursell
4. Officer John DiPasquale
5. Officer Sean Clark
6. Officer Anthony Guarino
7. Officer Jake McKinnon
8. Officer Joseph Proia
9. Officer Brendan MacKeil
10. Officer Zachary Winkelman
11. Officer Ryan Jewell
12. Officer Benjamin Smith
13. Officer Landny Khampaeng
14. Officer Kevin Pratt
15. Officer James Golden
16. Detective William Avila
17. Officer Garrett Glavin
18. Officer Thomas Gardner
19. Officer Chris McDonald
20. Detective Samya Alves
21. Detective Sean O'Hare
22. Officer Jose Cosme
23. Officer Timothy Gatlin
24. Officer James Seeto
25. Officer Shannon Burns
26. Officer Katherine Demoraes
27. Officer Chris Pisano
28. Officer Garrett Coffin
29. Detective Chris Teel

STANDBY LIST The following Officers are next up if staffing issues change prior to the marathon or day of.

1. Officer Stephen Buma
2. Officer Chris Miller
3. Officer Rich Fuer
4. Officer Jason Lurie
5. Officer John Moore
6. Officer Arthur Sistrand
7. Officer Paul Duncan

Deputy Chief Sean Riley #277

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Sean D. Riley

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Sent: Friday, February 5, 2021 3:12 PM
To: Paul K. Duncan
Cc: Gregory M. Reardon; Lester Baker; Ronald S. Brandolini; Victor C. Pereira; Harry D. Wareham; Nicole C. Debonet; Ann M. Sacchetti
Subject: Paul Duncan - Swing Shift on Midnights

Paul,

You were the senior patrol officer to put in for the 11 PM to 7 AM swing shift opening. I have sent Brian Simoneau the information to make your shift change effective Monday, February 15, 2021. Brian will send you a screenshot of the change so you can see any group change days off etc. I have also cc'd payroll so they can make any contractual adjustments in your pay.

If you have any questions, please let me know.

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