

March 15, 2010

MAR 16 '10 8:30

Town of Templeton
Board of Selectmen
690 Patriots Road
Templeton, Ma. 01468

I wish to go on record with a written complaint about some recent events. On 3/11/2010 at approximately 12:15 pm I went to see Carol Skelton with a solution to an issue regarding signatures needed for the payroll warrant. I presented an addendum to the warrant as discussed by Gary Blau of the Mass Department of Revenue and our Town Counsel, Mark Reich in separate conversations with each.

I explained to Mr. Blau that Mr. Skelton does not sign the payroll warrant because of possible conflict of interest since Mrs. Skelton is on the warrant. The Town Clerk did not want to sign because there was no emergency nor vacancy of office and that typically, Mrs. Farrell will not sign as a Selectman when overtime being paid to a salaried employee since it is not allowed for other salaried employees in the Town. Mr. Blau did not argue with any of those reasons and suggested we call out from the main warrant the employee or employees creating the conflicts and put them on a separate warrant. Mrs. Skelton called Town Counsel and put me on a 3-way call with Mark Reich. He suggested the same solution.

Since one employee creates the conflict weekly while the other employee creates the conflict usually monthly, it made sense to me this week to call out Mrs. Skelton and create a separate signature sheet. I called the Town Accountant, Scott Sawyer and left a message to let him know what I was doing. I walked over to the Selectmen's office to put the addendum out for signature. Mrs. Skelton in the meantime had emailed Mrs. Farrell. Mrs. Skelton told me that Mrs. Farrell would be in to sign the addendum upon her return from a funeral. She also told me Mr. Skelton would sign the main payroll sheet once she, Mrs. Skelton, was removed. Present in the office were Jean Fountain, Sue Adams, Carol Skelton and Robert Columbus.

Mr. Columbus upon hearing this started hollering at me demanding to know why Mrs. Farrell refused to sign the warrant. He yelled at me that he was "fricking" sick and tired of this "expletive." He continued to yell demanding answers at which time I told him I didn't deserve to be treated like that. I told him I was just trying to offer a legal solution to resolve a problem.

To which he stated: "If you don't like my attitude that's just too bad!"

Mr. Columbus has recently accused my office in public of insubordination and possible defamation of character for trying to follow both legal and ethical procedures. One situation in question concerned a payroll warrant and the attaching of Mr. Columbus signature to create a quorum while he was on vacation. At that time I questioned the legality of it with the Dept of Revenue. In a prepared statement Mr. Columbus accused the Treasurer's Office of being part of tainting the recent DOR financial management review. He requested the Town use legal resources to investigate the possible insubordination and defamation of the parties involved. I still have not received the courtesy of knowing what the outcome of that "investigation" was even though my office was targeted.

I have also complained verbally to Mrs. Skelton as Personnel Administrator of an incident involving the same type of behavior by Mr. Skelton in the hallway of the Town Offices which then spilled over into the Selectmen's Office. At that time Mr. Skelton accused me of providing information which resulted in an investigation into him. Again this was done in the presence of others. I have previously expressed some of my concerns regarding that incident in writing to Mrs. Skelton and the Board of Selectmen.

I have been singled out, yelled at, embarrassed, humiliated and bullied in front of others by two Selectmen. This should not be tolerated in any workplace let alone at a municipal government level. I have never reported a Selectman or any other employee to State Ethics. Any guidance I sought with the Department of Revenue was a free service to ensure my office was following established guidelines lawfully and ethically. No person to include an employee of the Town of Templeton should be subjected to this type of embarrassment and humiliation at the hands of an Elected Public Official for simply trying to do their job legally and ethically. I am always very respectful and professional when working with our Selectmen, the public and other employees and should be able to expect the same in return.

Respectfully,
Tammy M. Collier
Employee, Town of Templeton

cc. Tammy M. Collier Personnel File

DO
Tammy M. Collier