

Paul Rafuse

---

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Thursday, August 03, 2017 7:57 AM  
**To:** 'Jim Kreidler'  
**Subject:** RE: Reagan and Hayes  
**Categories:** Red Category

Jim,

Both streets are supplied by Transite pipe or aka AC pipe (Asbestos Cement). Reagan Rd. is 8" and Hayes Rd. is 6".

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

**From:** Jim Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Tuesday, August 01, 2017 9:03 PM  
**To:** Paul Rafuse <prafuse@townsend.ma.us>  
**Subject:** Reagan and Hayes

Paul

What do we have in the ground for pipes on Reagan and Hayes?

Thanks.

Jim

Sent from Jim's iPhone

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This email has been checked for viruses by AVG.  
<http://www.avg.com>

Paul Rafuse

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**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Monday, July 31, 2017 1:10 PM  
**To:** 'James Kreidler'  
**Cc:** 'Cindy King'; 'Gordy Clark'; 'Kelly Merrill'; 'Sue Lisio'; 'Nathan Mattila'  
**Subject:** RE: Document Request  
  
**Categories:** Red Category

Jim,

I believe Chairman Mattila is going to contact you in response to your email. My response is that I was awaiting input and direction from the Board of Water Commissioners at their meeting on July 25, 2017.

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Monday, July 31, 2017 11:55 AM  
**To:** 'Paul Rafuse' <prafuse@townsend.ma.us>  
**Cc:** 'Cindy King' <selectmancindyking@gmail.com>; 'Gordy Clark' <gnclark613@gmail.com>; 'Kelly Merrill' <kmerrill@townsend.ma.us>; 'Sue Lisio' <sml412@comcast.net>; 'Nathan Mattila' <generic556@gmail.com>  
**Subject:** RE: Document Request

Thank you Paul,

I am curious as to why I am just receiving this document now. I originally asked for it on July 11, 2017 (see below). It was authored on July 12, 2017. I then had to inquire again on July 14, 2017 and yet I am just now receiving it 2 ½ weeks later. Why?

Please advise.

Jim

---

**From:** Paul Rafuse [mailto:prafuse@townsend.ma.us]  
**Sent:** Monday, July 31, 2017 11:40 AM  
**To:** 'James Kreidler'  
**Cc:** 'Cindy King'; 'Gordy Clark'; 'Kelly Merrill'; 'Sue Lisio'; 'Nathan Mattila'  
**Subject:** RE: Document Request

Jim,

Per your request attached is the DEP Sanitary Survey Certification and Response Form I submitted to the DEP with back up documentation.

If you have any questions please call or email me.

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Friday, July 14, 2017 10:07 AM  
**To:** 'Paul Rafuse' <prafuse@townsend.ma.us>  
**Cc:** Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
**Subject:** RE: Document Request

Paul,

I've not received a response from you on this matter. Please advise.

Jim

---

**From:** James Kreidler [mailto:[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)]

**Sent:** Tuesday, July 11, 2017 3:03 PM

**To:** 'Paul Rafuse'

**Subject:** Document Request

Paul,

Please forward me a copy of the Water Supplier Response and Compliance Form that you forwarded to DEP as referenced in the BOWC meeting held last Thursday.

Thank you.

Jim

James M. Kreidler

Town Administrator

Town of Townsend

272 Main Street

Townsend, MA 01469

(978) 597-1700

[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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**Paul Rafuse**

---

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Monday, July 31, 2017 11:58 AM  
**To:** 'James Kreidler'; 'Nathan Mattila'; 'Cindy King'; 'Gordy Clark'; 'Kelly Merrill'; 'Sue Lisio'; Barbara Tierney (btierney@townsend.ma.us); Steven Doucette (steve@dandllaw.com)  
**Subject:** RE: Vote of the Board of Selectmen

**Categories:** Red Category

Jim,

This is to serve as notification per your email below that as of Thursday July 27, 2017 at 10:00 AM I am no longer using the 2016 Ford Fusion Water Department vehicle. Therefore, please resume the vehicle stipend to me for the use of my personal vehicle.

Also, beginning with the payroll submitted on Monday July 31, 2017 for weeks ending on 7/23/2017 and 7/30/2017 I am no longer entering or submitting for on call pay.

If you have any questions please email me.

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Wednesday, July 26, 2017 4:13 PM  
**To:** 'Nathan Mattila' <generic556@gmail.com>; Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
**Cc:** 'Paul Rafuse' <prafuse@townsend.ma.us>; James M. Kreidler <jkreidler@townsend.ma.us>  
**Subject:** Vote of the Board of Selectmen

Dear Chairman Mattila,

I am writing this email upon the advice of town counsel and per the direction and unanimous vote of the Townsend Board of Selectmen at the meeting of July 25, 2017.

Notwithstanding prior suggestions by Mr. Rafuse and others to the contrary, the position of Water Superintendent is a town of Townsend position that is certified and recognized by the Department of Labor Relations (DLR) as a union position covered by the collective bargaining agreement that was fairly and collectively bargained between the Town and AFSCME Council 93.

Attorney David LaChappelle of AFSCME Council 93 was also in attendance last evening at the Board meeting. He emphatically stated that the position is a union position and further stated that continued efforts by anyone (Mr. Rafuse, the BOWC, etc.) to undermine the agreement would be grounds for the filing of an Unfair Labor Practice with DLR.

All terms and conditions of the collective bargaining agreement between AFSCME Council 93- Supervisory Union and the Town of Townsend as relate to the position of Water Superintendent are to be strictly enforced with an effective date of the approval and execution of the agreement on March 21, 2017.

Please advise Mr. Rafuse, the Water Superintendent, that any deviation on his part from the express terms of the contract that was collectively bargained (including by him as a bargaining team member) will be actionable. Two items that he has been failing to adhere to come to mind specifically (although there may be others I am unaware of) and they are:

- 1) Automobile- Mr. Rafuse is well aware of the fact that he is not allowed use of a town owned vehicle as he instead negotiated to receive a \$500.00 per month auto allowance as is codified in the contract. In as much as Mr. Rafuse has not received the auto allowance since he began to take use of the town owned vehicle, the matter can be resolved by Mr. Rafuse's discontinuance of the use of the vehicle.
- 2) Stand-by pay- Mr. Rafuse is well aware of the fact that he is not to be compensated above his base salary for water department work whether performed in the day, evening or weekend. Mr. Rafuse has submitted for stand by pay for which he is not entitled, and by agreement between he and I, the checks have not been dispersed to him. Therefore, while he has submitted timesheets with benefits that he is not entitled to receive, he has not

received the actual compensation, so this matter too can be resolved by the voiding of those checks for compensation that he was not entitled to receive and his discontinuance of such payroll submittals. NOTE: This is in no way intended to suggest that Mr. Rafuse cannot or should not perform water department work on days, nights or weekends, but rather it is intended to reflect the fact that such work is described in his position description and was contemplated when his compensation was set as a salaried town employee.

To be clear, If Mr. Rafuse submits a time sheet seeking compensation that he is not lawfully entitled to receive, appropriate action will need to be taken.

Similarly, if Mr. Rafuse operates a town owned vehicle, or even more egregiously takes such a vehicle after hours and out of state to his home, that matter too will be addressed.

Knowingly seeking, receiving or converting town resources for personal use and benefit is a very serious matter and please let this writing confirm the fact that if such action occurs that it will be dealt with appropriately and swiftly. Not only would such acts be violations of the contract under MGL C. 150E, but they may also rise to the level of violations of MGL C.268A and further trigger the town fraud policy.

Please consider this as the fair notice that it is intended to be.

Sincerely,

Jim

James M. Kreidler  
Town Administrator  
Town of Townsend  
272 Main Street  
Townsend, MA 01469  
(978) 597-1700  
[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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**Paul Rafuse**

---

**From:** Cindy King <selectmancindyking@gmail.com>  
**Sent:** Monday, July 31, 2017 11:40 AM  
**To:** prafuse@townsend.ma.us  
**Subject:** Limited email availability RE: Document Request  
**Categories:** Red Category

This email address will not read or respond to any correspondence that is a "reply all", or "forwarded". All such emails will be DELETED and not opened.

This email is a private email created for the convenience of Selectman Cindy King and not the property of the Town of Townsend.

If you have need to contact Cindy King via a restricted email, please contact Jim Kreidler, Town Administrator. His email is [jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

--

Cindy King  
Selectman  
Town of Townsend, MA 01469

978-503-7456  
FAX: 888-418-6397



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**Paul Rafuse**

---

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Monday, July 31, 2017 11:40 AM  
**To:** 'James Kreidler'  
**Cc:** 'Cindy King'; 'Gordy Clark'; 'Kelly Merrill'; 'Sue Lisio'; Nathan Mattila  
**Subject:** RE: Document Request  
**Attachments:** 2017\_07\_12\_Resp-Cert Form and Supporting Documentation.pdf  
  
**Categories:** Red Category

Jim,

Per your request attached is the DEP Sanitary Survey Certification and Response Form I submitted to the DEP with back up documentation.

If you have any questions please call or email me.

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Friday, July 14, 2017 10:07 AM  
**To:** 'Paul Rafuse' <prafuse@townsend.ma.us>  
**Cc:** Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
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I've not received a response from you on this matter. Please advise.

Jim

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Tuesday, July 11, 2017 3:03 PM  
**To:** 'Paul Rafuse'  
**Subject:** Document Request

Paul,

Please forward me a copy of the Water Supplier Response and Compliance Form that you forwarded to DEP as referenced in the BOWC meeting held last Thursday.

Thank you.

Jim  
James M. Kreidler  
Town Administrator  
Town of Townsend  
272 Main Street  
Townsend, MA 01469  
(978) 597-1700  
[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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**Paul Rafuse**

---

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Thursday, July 27, 2017 8:51 AM  
**To:** 'lance.lewand@gmail.com'  
**Subject:** FW: Vote of the Board of Selectmen  
**Categories:** Red Category

Lance,

Look at this little Gem I received this morning. Apparently there was a joint meeting Tuesday night between the BOS/TA and the Union. In my opinion it is a pretty good indication that they have no intention of honoring the Town's vote approving the Water Department operate independently. I've forwarded to Atty. Doucette for his advice. This is getting ridiculous and getting extremely difficult to work or get any work done under these conditions. I'm waiting on Atty. Doucette's response but, in my opinion I would just file the Declaratory Judgement NOW.

Thank you

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Wednesday, July 26, 2017 4:13 PM  
**To:** 'Nathan Mattila' <generic556@gmail.com>; Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
**Cc:** 'Paul Rafuse' <prafuse@townsend.ma.us>; James M. Kreidler <jkreidler@townsend.ma.us>  
**Subject:** Vote of the Board of Selectmen

Dear Chairman Mattila,

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compensation that he was not entitled to receive and his discontinuance of such payroll submittals. NOTE: This is in no way intended to suggest that Mr. Rafuse cannot or should not perform water department work on days, nights or weekends, but rather it is intended to reflect the fact that such work is described in his position description and was contemplated when his compensation was set as a salaried town employee.

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Please consider this as the fair notice that it is intended to be.

Sincerely,

Jim

James M. Kreidler  
Town Administrator  
Town of Townsend  
272 Main Street  
Townsend, MA 01469  
(978) 597-1700  
[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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**Paul Rafuse**

---

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Wednesday, July 26, 2017 11:29 AM  
**To:** James Kreidler  
**Cc:** Nathan Mattila; Steven Doucette (steve@dandllaw.com)  
**Subject:** Discussion of The Water Department  
**Categories:** Red Category

Jim,

At last night's Board of Water Commissioners meeting the board requested that I contact you this morning regarding the Board of Selectmen's meeting last night between the Board of Selectmen and the Union AFSCME Counsel 93. Could you provide me with a summary of that discussion and if there was any decision of a date agreed upon by the board to meet with the Board of Water Commissioners to discuss the independent status of the Water Department so, I can relay this to my Chairman?

Thank you

*Paul Rafuse*

Paul Rafuse  
Superintendent  
Townsend Water Department  
540 Main St.  
West Townsend, MA 01474  
Tel: 978-597-2212  
Fax: 978-597-5611  
E-mail: [prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)

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**Paul Rafuse**

**From:** Jim Kreidler <jkreidler@townsend.ma.us>  
**Sent:** Friday, July 21, 2017 9:48 AM  
**To:** Paul Rafuse  
**Cc:** Gordy Clark; David Jenkins; Nathan Mattila; Cindy King; Sue Lisio; lance.lewand@gmail.com; Steven Doucette  
**Subject:** Re: Townsend Water Department  
**Categories:** Red Category

Paul,

I presumed as much but wanted to confirm.

I will so advise the Board of Selectmen.

Regards,

Jim.

Sent from Jim's iPhone

On Jul 21, 2017, at 8:56 AM, Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)> wrote:

Jim,

As we have repeatedly indicated in our emails on 6/14, 6/28 and, as recent as yesterday on 7/20 that the Water Department's Attorney is not available on Tuesdays. Given the subject matter the Water Department obviously needs to have it's Attorney present. Therefore, no the Board of Water Commissioners are unable to attend on July 25<sup>th</sup>. I'll refer to Attorney Doucette's 7/20 email below as to the dates we will make available to meet with the Board of Selectmen.

Thank you for your anticipated cooperation.

---

**From:** Jim Kreidler [<mailto:jkreidler@townsend.ma.us>]  
**Sent:** Thursday, July 20, 2017 3:19 PM  
**To:** Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)>  
**Cc:** Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)>; Gordy Clark <[gncclark613@gmail.com](mailto:gncclark613@gmail.com)>; David Jenkins <[DJenkins@k-plaw.com](mailto:DJenkins@k-plaw.com)>; Nathan Mattila <[generic556@gmail.com](mailto:generic556@gmail.com)>; Cindy King <[selectmancindyking@gmail.com](mailto:selectmancindyking@gmail.com)>; Sue Lisio <[sml412@comcast.net](mailto:sml412@comcast.net)>; [lance.lewand@gmail.com](mailto:lance.lewand@gmail.com)  
**Subject:** Re: Townsend Water Department

Paul,

The Board of Selectmen have offered a date of Tuesday the 25th of July.

Based upon the email below am I to understand that the Commissioners are unable to meet that day? If so I can only say that I will try once again to find a date and time where the Board of Selectmen can meet.

Please advise as I must post by tomorrow.

Jim

Sent from Jim's iPhone

On Jul 20, 2017, at 2:43 PM, Steve Doucette <[steve@dandllaw.com](mailto:steve@dandllaw.com)> wrote:

Good afternoon everyone, in an effort to move this matter along, and to avoid the undesirable option of litigation, the Board of Water Commissioners has asked that I try one last time to arrange a meeting between the two Boards. I understand that the Selectmen meet on Tuesdays, but unfortunately I have a running commitment on Tuesdays that would prevent me from attending any meeting on a Tuesday. The Water Commissioners and I are available for a 5:00 pm meeting with the two Boards on July 24, 26, 27 and 31, and August 2, 7, 9, 14, 16 & 17. I would suggest that the meeting be limited to just discussing the status of the Water Department following the May 9th Town vote.

The Water Commissioners have authorized me, as a last resort, to file a declaratory judgment action to get this matter resolved if the parties do not do so. The Commissioners do not want the citizens of Townsend to pay two sets of legal bills to resolve this, but this matter needs to move forward. I sent the Selectmen a letter on May 26th, and then another on July 10th, but no one responded to me. The Water Commissioners want to resolve whatever differences there are, but that cannot be accomplished without a meeting or a lawsuit. We are asking one last time for a meeting.

I look forward to your response and a date for our meeting. If the Selectmen do not wish to meet kindly let me know and I will proceed immediately with the lawsuit.

--

Stephen G. Doucette, Esquire  
Doucette & LaRose, LLC  
251 Main Street  
Oxford, MA 01540  
(508) 987-9944  
[www.dandllaw.com](http://www.dandllaw.com)

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Paul Rafuse

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**Sent:** Thursday, July 20, 2017 3:19 PM  
**To:** Paul Rafuse  
**Cc:** Paul Rafuse; Gordy Clark; David Jenkins; Nathan Mattila; Cindy King; Sue Lisio; lance.lewand@gmail.com  
**Subject:** Re: Townsend Water Department  
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Jim

Sent from Jim's iPhone

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I look forward to your response and a date for our meeting. If the Selectmen do not wish to meet kindly let me know and I will proceed immediately with the lawsuit.

--  
Stephen G. Doucette, Esquire  
Doucette & LaRose, LLC  
251 Main Street  
Oxford, MA 01540  
(508) 987-9944  
[www.dandllaw.com](http://www.dandllaw.com)

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**Paul Rafuse**

---

**From:** Sue412 Selectman Account Lisio <sml412@comcast.net>  
**Sent:** Wednesday, July 19, 2017 3:17 PM  
**To:** Nathan Mattila; James Kreidler; Kelly Merrill; Paul Rafuse; Cindy King; Gordy Clark  
**Subject:** Re: Joint Meeting  
**Categories:** Red Category

I will plan on being there for 5 Tuesday.  
Will the regular Selectmen's meeting still be at 6?

On July 19, 2017 at 1:15 PM James Kreidler <jkreidler@townsend.ma.us> wrote:

Dear All,

After querying members of the Board of Selectmen regarding availability to meet jointly with the Board of Water Commissioners I have determined that the only date available in the foreseeable future is next Tuesday, July 25, 2017 at 5:00pm in the Selectmen's chambers.

I have been asked by Chairman Clark to have town counsel available as well as union counsel for AFSCME Council 93, the union that covers the positions of Superintendent, Administrative Assistant and Water Tech.

I have been further directed to make it clear that if the Commissioners choose to invite counsel that they are doing so without the approval or the authorization of the Board of Selectmen.

Please advise as both boards would need to post by Friday.

Regards,

Jim

James M. Kreidler  
Town Administrator  
Town of Townsend  
272 Main Street  
Townsend, MA 01469  
(978) 597-1700  
[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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Paul Rafuse

**From:** Brenda Boudreau <bboudreau@townsend.ma.us>  
**Sent:** Tuesday, July 18, 2017 3:23 PM  
**To:** 'Jim Kreidler'  
**Cc:** 'Paul Rafuse'; 'Gordy Clark'  
**Subject:** RE: Joint Meeting Agenda  
**Categories:** Red Category

I will let Paul know.

Thank you,

Brenda

---

**From:** Jim Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Tuesday, July 18, 2017 3:03 PM  
**To:** Brenda Boudreau <bboudreau@townsend.ma.us>  
**Cc:** Paul Rafuse <prafuse@townsend.ma.us>; Gordy Clark <gnclark613@gmail.com>  
**Subject:** Re: Joint Meeting Agenda

Brenda

I thank you for your effort but against all best efforts neither of those dates will work for the Board of Selectmen.

Right now it looks like either early on the 25th is a possibility. I will let you know tomorrow.

Please see if your folks are available then, say 4 or 5.

Regards,

Jim

Sent from Jim's iPhone

On Jul 18, 2017, at 1:23 PM, Brenda Boudreau <[bboudreau@townsend.ma.us](mailto:bboudreau@townsend.ma.us)> wrote:

Hi Jim,

I didn't realize your daughter was in the same grade as my grandson. It was a lovely graduation.

Just a FYI Paul has asked me to post the two agendas (attached) in the anticipation that the BOS will meet with us to discuss the status of the water department independence. Please let me know if I the board cannot meet and I will cancel the meeting.

Best,

Brenda

<2017\_07\_18\_13\_16\_37.pdf>



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**Paul Rafuse**

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Tuesday, July 18, 2017 8:06 AM  
**To:** James Kreidler; Kelly Merrill (kmerrill@townsend.ma.us)  
**Subject:** Notification

**Categories:** Red Category  
**Tracking:** Recipient  
James Kreidler  
Kelly Merrill (kmerrill@townsend.ma.us)

Read

Read: 7/18/2017 9:23 AM

Jim,

This is to inform your office that we will be continuing to fill the Fitchburg Rd. storage tank today in the event residents contact your office about rusty discolored water this is the reason. I have posted the notice on social media and will be updating the information on the Town's website.

Thank you

*Paul Rafuse*

Paul Rafuse  
Superintendent  
Townsend Water Department  
540 Main St.  
West Townsend, MA 01474  
Tel: 978-597-2212  
Fax: 978-597-5611  
E-mail: [prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)

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**Paul Rafuse**

---

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Monday, July 17, 2017 10:05 AM  
**To:** Brenda Boudreau  
**Subject:** FW: Selectman's Meeting 6/27  
  
**Categories:** Red Category

FYI

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Friday, July 14, 2017 9:59 AM  
**To:** 'Steve Doucette' <steve@dandllaw.com>; 'Paul Rafuse' <prafuse@townsend.ma.us>  
**Cc:** 'Nathan Mattila' <generic556@gmail.com>; 'David Jenkins' <DJenkins@k-plaw.com>; Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
**Subject:** RE: Selectman's Meeting 6/27

Dear Attorney Doucette,

I have forwarded your letter to the members of the Board of Selectmen in an effort at arriving at a date for the joint meeting. I will advise once I have heard back from them.

Please allow one correction to your letter. You wrote that the town has, "without legal justification, refused to process Paul Rafuse's standby pay." This is incorrect. Paul's standby pay has been being processed and the checks are being held in the treasurer's office, with Paul's consent, until the matters before us are resolved.

Kind Regards,

Jim

**From:** Steve Doucette [mailto:steve@dandllaw.com]  
**Sent:** Monday, July 10, 2017 5:09 PM  
**To:** Paul Rafuse  
**Cc:** James Kreidler; Nathan Mattila  
**Subject:** Re: Selectman's Meeting 6/27

Mr. Kreidler I have not heard from you or the Selectmen. I have attached a letter that I have placed in the mail today regarding a meeting between the Boards.

Steve Doucette

On Wed, Jun 28, 2017 at 1:00 PM, Paul Rafuse <prafuse@townsend.ma.us> wrote:

Jim,

Is the Selectmen's Chambers available for the 5<sup>th</sup>? As for the joint meeting, we would like to get this resolved as soon as possible preferably, by July 14<sup>th</sup>. The dates we would be available are July 6<sup>th</sup>, 7<sup>th</sup>, 10<sup>th</sup>, 12<sup>th</sup>, 13<sup>th</sup>, or 14<sup>th</sup>.

Thank you

---

**From:** James Kreidler [mailto:[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)]  
**Sent:** Wednesday, June 28, 2017 11:41 AM  
**To:** 'Paul Rafuse' <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)>  
**Subject:** RE: Selectman's Meeting 6/27

Paul,

The election booths and other election equipment is set up in the hall and will be until the election of the 18<sup>th</sup>.

As to the remaining issues left to discuss: union contract compliance, status update on the Water Commissioners implementation of Kinsherf Audit recommendations (inventory control, etc.) and Town Meeting Article 20 implications, the board left it to me to arrange mutually agreeable times and dates to get both boards, counsel and the union in a room. So, what do you suggest we target as a date?

Jim

---

**From:** Paul Rafuse [mailto:[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)]  
**Sent:** Wednesday, June 28, 2017 11:22 AM  
**To:** 'Jim Kreidler'  
**Cc:** 'Kelly Merrill'; 'Nathan Mattila'; 'Steven Doucette'  
**Subject:** RE: Selectman's Meeting 6/27

Jim,

The soonest date available taking into consideration the availability of board members, posting requirements, number of residents that may attend, the holiday and Town Hall being closed Monday is Wednesday July 5, 2017 @ 5:00. Before I post it, is the Great Hall available Wednesday at this time? Please let me know so, I can post the agenda this afternoon.

My other question is what date did the Selectmen decide to have our joint meeting to discuss the independent status of the Water Department?

I look forward to your prompt response.

Thank you

---

**From:** Jim Kreidler [<mailto:jkreidler@townsend.ma.us>]  
**Sent:** Tuesday, June 27, 2017 9:08 PM  
**To:** Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)>  
**Cc:** Kelly Merrill <[kmerrill@townsend.ma.us](mailto:kmerrill@townsend.ma.us)>; Nathan Mattila <[generic556@gmail.com](mailto:generic556@gmail.com)>; Steven Doucette <[steve@dandllaw.com](mailto:steve@dandllaw.com)>  
**Subject:** Re: Selectman's Meeting 6/27

Paul,

Please advise as soon as you have a date set for the commissioners to meet to discuss this matter. I will look forward to hearing you and the board explain and answer questions.

Jim

Sent from Jim's iPhone

On Jun 24, 2017, at 9:58 AM, Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)> wrote:

Kelly/Jim,

Please thank the board for their invitation and we appreciate their concern. The Board of Water Commissioners will review the results of the survey and will discuss it at their next meeting. Therefore, I respectfully decline the Board's invitation at this time. However, please feel free for yourself and the board to attend the Board of Water Commissioners next meeting and we'll be happy to answer any of your questions.

Thank you

---

**From:** Kelly Merrill [<mailto:kmerrill@townsend.ma.us>]  
**Sent:** Friday, June 23, 2017 12:34 PM

To: Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)>  
Subject: Selectman's Meeting 6/27

Per your conversation with Jim please invite yourself and the Board of Water Commissioners to the Selectman's Meeting Tuesday June 27 @ 6:05 Pm to Discuss the Water Sanitation Survey.

Best ,

Kelly

*Kelly Merrill, Executive Assistant to the Town Administrator*

Email: [kmerrill@townsend.ma.us](mailto:kmerrill@townsend.ma.us)

Town of Townsend

272 Main Street

Townsend, MA 01469-1519

PH: [978-597-1701](tel:978-597-1701)

FAX: [978-277-6368](tel:978-277-6368)

Office Email: [selectman@townsend.ma.us](mailto:selectman@townsend.ma.us)

Website: [www.townsend.ma.us](http://www.townsend.ma.us)

Office Hours: Mon. - Fri. 9am - 4pm & Tues. evenings 6 - 8pm

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--

Stephen G. Doucette, Esquire  
Doucette & LaRose, LLC  
251 Main Street  
Oxford, MA 01540  
(508) 987-9944  
[www.dandllaw.com](http://www.dandllaw.com)

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**Paul Rafuse**

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Friday, July 14, 2017 2:44 PM  
**To:** 'James Kreidler'  
**Cc:** 'Cindy King'; 'Gordy Clark'; 'Kelly Merrill'; 'Sue Lisio'; Nathan Mattila; Steven Doucette (steve@dandllaw.com)  
**Subject:** RE: Document Request  
**Categories:** Red Category

Jim,

My board will review and discuss my comments on the corrective actions at their next board meeting that was scheduled for Monday the 17<sup>th</sup> of July. However, it appears I will need to reschedule. I thought the Town Clerks office was open until 4:00 PM. Apparently, there wasn't anybody there to post my agenda. I emailed it at 3:37 PM, nearly a half hour prior to closing at 4:00 PM and an email receipt said it was delivered at 3:49 PM. When the Board of Water Commissioners meet they will decide on the dissemination of the document.

Thank you

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Friday, July 14, 2017 10:07 AM  
**To:** 'Paul Rafuse' <prafuse@townsend.ma.us>  
**Cc:** Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
**Subject:** RE: Document Request

Paul,

I've not received a response from you on this matter. Please advise.

Jim

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Tuesday, July 11, 2017 3:03 PM  
**To:** 'Paul Rafuse'  
**Subject:** Document Request

Paul,

Please forward me a copy of the Water Supplier Response and Compliance Form that you forwarded to DEP as referenced in the BOWC meeting held last Thursday.

Thank you.

Jim  
James M. Kreidler  
Town Administrator  
Town of Townsend  
272 Main Street  
Townsend, MA 01469  
(978) 597-1700  
[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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**Paul Rafuse**

**From:** Paul Rafuse <prafuse@townsend.ma.us>  
**Sent:** Friday, July 14, 2017 2:19 PM  
**To:** Nathan Mattila  
**Subject:** FW: Selectman's Meeting 6/27  
**Categories:** Red Category

Good Afternoon,

Before I had a chance to call him Steve our Atty. called me. His STRONG recommendation to me was to reply to Jim by email and tell him that the Board of Water Commissioners will hold a special meeting to address this matter at the Town Hall and to give the BOS/TA two dates, July 24<sup>th</sup> or July 31<sup>st</sup> to have the meeting. Steve was going into a meeting and didn't know how long he would be. I'm available any one of those dates but, I think this email should come from the Chairman.

Steve said just say to Kreidler that after consulting with our Atty. that we're not waiting any longer that the BOS had instructed you during a board meeting on or about June 13<sup>th</sup> to facilitate the meeting as soon as possible. The Board of Water Commissioners will schedule a special Board of Water Commissioners meeting to meet jointly with the Board of Selectmen on either Monday July 24, 2017 or Monday July 31, 2017 at 6:00 PM. Please choose one of these dates and let me know so we can properly post the meeting.

Also, We will have to reschedule our meeting for Monday the 17<sup>th</sup>. Once again, and it only seems to happen to this department, I emailed the agenda as you saw to the Town Clerks office at 3:37 PM on Thursday the 13<sup>th</sup>. I received a receipt back that it was delivered at 3:49 PM on the 13<sup>th</sup>. I received a read receipt from Carolyn's computer that it wasn't read until this morning the 14<sup>th</sup> at 9:28 AM. Then I received an email from Kathy that the Clerks office hadn't received the agenda until this morning the 14<sup>th</sup> at approximately 9:30 AM. So, we'll need to reschedule, let me know what dates work for you.

---

**From:** Paul Rafuse [mailto:prafuse@townsend.ma.us]  
**Sent:** Friday, July 14, 2017 10:06 AM  
**To:** 'lance.lewand@gmail.com' <lance.lewand@gmail.com>  
**Subject:** FW: Selectman's Meeting 6/27

FYI, from the Town Administrator.

---

**From:** James Kreidler [mailto:jkreidler@townsend.ma.us]  
**Sent:** Friday, July 14, 2017 9:59 AM  
**To:** 'Steve Doucette' <steve@dandllaw.com>; 'Paul Rafuse' <prafuse@townsend.ma.us>  
**Cc:** 'Nathan Mattila' <generic556@gmail.com>; 'David Jenkins' <DJenkins@k-plaw.com>; Cindy King <selectmancindyking@gmail.com>; Gordy Clark <gnclark613@gmail.com>; James M. Kreidler <jkreidler@townsend.ma.us>; Kelly Merrill <kmerrill@townsend.ma.us>; Sue Lisio <sml412@comcast.net>  
**Subject:** RE: Selectman's Meeting 6/27

Dear Attorney Doucette,

I have forwarded your letter to the members of the Board of Selectmen in an effort at arriving at a date for the joint meeting. I will advise once I have heard back from them.

Please allow one correction to you letter. You wrote that the town has, "without legal justification, refused to process Paul Rafuse's standby pay." This is incorrect. Paul's standby pay has been being processed and the checks are being held in the treasurer's office, with Paul's consent, until the matters before us are resolved.

Kind Regards,

Jim

**From:** Steve Doucette [mailto:steve@dandllaw.com]  
**Sent:** Monday, July 10, 2017 5:09 PM  
**To:** Paul Rafuse  
**Cc:** James Kreidler; Nathan Mattila  
**Subject:** Re: Selectman's Meeting 6/27

Mr. Kreidler I have not heard from you or the Selectmen. I have attached a letter that I have placed in the mail today regarding a meeting between the Boards.

Steve Doucette

On Wed, Jun 28, 2017 at 1:00 PM, Paul Rafuse <prafuse@townsend.ma.us> wrote:

Jim,

Is the Selectmen's Chambers available for the 5<sup>th</sup>? As for the joint meeting, we would like to get this resolved as soon as possible preferably, by July 14th. The dates we would be available are July 6th, 7th, 10th, 12th, 13th, or 14<sup>th</sup>.

Thank you

---

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**Subject:** RE: Selectman's Meeting 6/27

Paul,

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As to the remaining issues left to discuss: union contract compliance, status update on the Water Commissioners implementation of Kinsharf Audit recommendations (inventory control, etc.) and Town Meeting Article 20 implications, the board left it to me to arrange mutually agreeable times and dates to get both boards, counsel and the union in a room. So, what do you suggest we target as a date?

Jim

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**Cc:** 'Kelly Merrill'; 'Nathan Mattila'; 'Steven Doucette'  
**Subject:** RE: Selectman's Meeting 6/27

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My other question is what date did the Selectmen decide to have our joint meeting to discuss the independent status of the Water Department?

I look forward to your prompt response.

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**Cc:** Kelly Merrill <[kmerrill@townsend.ma.us](mailto:kmerrill@townsend.ma.us)>; Nathan Mattila <[generic556@gmail.com](mailto:generic556@gmail.com)>; Steven Doucette <[steve@dandllaw.com](mailto:steve@dandllaw.com)>  
**Subject:** Re: Selectman's Meeting 6/27

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Jim

Sent from Jim's iPhone

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Kelly/Jim,

Please thank the board for their invitation and we appreciate their concern. The Board of Water Commissioners will review the results of the survey and will discuss it at their next meeting. Therefore, I respectfully decline the Board's invitation at this time. However, please feel free for yourself and the board to attend the Board of Water Commissioners next meeting and we'll be happy to answer any of your questions.

Thank you

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**To:** Paul Rafuse <[prafuse@townsend.ma.us](mailto:prafuse@townsend.ma.us)>  
**Subject:** Selectman's Meeting 6/27

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Best ,

Kelly

*Kelly Merrill, Executive Assistant to the Town Administrator*

*Email: [kmerrill@townsend.ma.us](mailto:kmerrill@townsend.ma.us)*

*Town of Townsend*

*272 Main Street*

*Townsend, MA 01469-1519*

*PH: [978-597-1701](tel:978-597-1701)*

*FAX: [978-277-6368](tel:978-277-6368)*

*Office Email: [selectman@townsend.ma.us](mailto:selectman@townsend.ma.us)*

*Website: [www.townsend.ma.us](http://www.townsend.ma.us)*

*Office Hours: Mon. - Fri. 9am - 4pm & Tues. evenings 6 - 8pm*

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**Paul Rafuse**

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**From:** James Kreidler <jkreidler@townsend.ma.us>  
**Sent:** Friday, July 14, 2017 10:07 AM  
**To:** 'Paul Rafuse'  
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**Subject:** RE: Document Request  
  
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Jim

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**Sent:** Tuesday, July 11, 2017 3:03 PM  
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**Subject:** Document Request

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Thank you.

Jim

James M. Kreidler  
Town Administrator  
Town of Townsend  
272 Main Street  
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(978) 597-1700  
[jkreidler@townsend.ma.us](mailto:jkreidler@townsend.ma.us)

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