

**Board of Selectmen  
Ware Town Hall, Meeting Room, 126 Main Street  
Regular Meeting Minutes – November 26, 2019  
6:30 p.m.**

**Continued from November 4, 2019: Due Process Hearing and Deliberation for Contemplated Action of Discipline, Up to Termination: Fire Chief Thomas Coulombe, Per M.G.L. Chapter 31, Section 41.**

**Present: Selectman Alan G. Whitney, Selectman John E. Carroll, Selectman Keith J. Kruckas, Town Manager Stuart Beckley, Town Labor Attorney Layla Taylor**

**Absent/Recused: Selectman Tracy R. Opalinski, Selectman Nancy J. Talbot.**

**Chairman Whitney read the ground rules of the hearing and the Notice of Hearing. Chairman Whitney asked each Selectman for their positions on the issue.**

Selectman John Carroll stated he had some questions; Attorney Taylor noted there were no questions and answers tonight. Selectman Carroll noted his 26 years of civil service and stated the Chief must be aware of age to be attained for the civil service test. He noted he was bothered by the lack of respect to the Board and to the Acting Fire Chief. He noted this was not the character of a chief.

Selectman Keith Kruckas stated the November 4 hearing was a “circus act”, with accusations and “something to hide”, bullies than liars, evidence to support, defamation and slander, and noted an altercation with witnesses and police report, a clear pattern. He noted he ran (for Selectman) on accountability. Chairman Whitney noted his concern regarding ethics, and he believes it “inconceivable” that the Chief did not know the birth date. He noted that the Chief failed to follow his responsibility. He noted insubordination in the defense of the “fire station, fire department” and that the Chief challenged the Board to “do your worst” and caused litigation with false reports to the press.

Selectman Carroll noted that an honest person aids an investigation, while a guilty person would hinder and deflect. He noted a pattern regarding the grant and the station. Selectman Kruckas noted the struggle to get information. Chairman Whitney noted a demotion to Lieutenant. Selectman Carroll noted to add a 30-day suspension.

**Selectman Carroll made the motion to Suspend Fire Chief Thomas Coulombe for Thirty (30 Days), and to Demote Fire Chief Thomas Coulombe to Lieutenant, effective November 3, 2019. Chairman Whitney seconded the motion. The motion passed on a vote of 2 Yes, 1 No (Selectman Kruckas).**

Attorney Taylor noted a letter must be sent to HRD with explanation of all impacts.

**Selectman Kruckas made the motion to Adjourn the Meeting at 6:44 p.m. Selectman Carroll seconded the motion. The motion passed on a vote of 3 Yes, 0 No.**

Attest:



Mary L. Midura, Executive Assistant to  
Town Manager