

Internal Investigation Town of Gilmanton Transfer Station Employees

On Thursday February 2, 2023 I was working an admin shift for the Town of Gilmanton. I was wearing dress clothes, displaying a necklace badge, while I was working at the Police Department. While working at the PD I received a call from Matthew Abraham whom I know to be a Gilmanton employee at the Transfer Station. Matthew told me that he needed to speak with me and report something, I invited him to come to the Police Department, and he told me that he was on his way now.

When Matthew arrived, I met with him and Sgt. Brennan in my office with the door closed for privacy. Matthew sat closest to the door, and was there completely voluntarily. Matthew came in and wanted to report that he was being harassed at work by his manager (Ron Nason), and a coworker (Kim Boutsianis).

Matthew told us that during last Saturday or Sunday (January 28 or January 29, 2023) while he was working at the Transfer Station, Matthew was told by Ron to "Lick [REDACTED] cunt when he got home." Matthew got very loud when he was saying this, had a very intense stare, and emphasized the word "cunt" with added volume. (For reference, [REDACTED] is the [REDACTED] female that Matthew resides with in [REDACTED] Matthew said Ron said, "Get right into it, she would love it," then made noises with his mouth "bluh bluh bluh". Matthew said that Kim then said "Come on Matthew, every woman loves that."

Matthew said that he has never had any kind of sexual relationship with [REDACTED], and he looks at her like a mother figure. Matthew said, "That's why I'm getting the house. I'm going to be rich. I took care of [REDACTED] the best that I can. That's why I will be taking the manager's position." Matthew was making a reference to his manager getting fired, and him taking over as the manager. Matthew told me that [REDACTED]

Matthew said that he is going to sell the house, because he wants to be able to pay the \$10,000 per month that [REDACTED]

I asked Matthew if Peter, who is also a Transfer Station employee, ever had anything to do with this behavior, and he said he did not. Matthew said, "Peter has heard them both say things. But Peter is a good man, he is not a sexual sinner."

I told Matthew that he would need to report this to the Town Administrator as this was not a criminal matter it was an administrative issue. At this time Matthew went to the lobby, and Sgt. Brennan left the room as well.

I called Town Administrator Heather Carpenter, and advised her of the report. I told her Matthew was currently waiting in the Police Department lobby. TA Carpenter advised she would come to my office to take the report from Matthew. When she arrived, Matthew was given statement forms to fill out, and he did so in the lobby of the police department.

Matthew was then invited back into my office, with myself and TA Carpenter. Matthew told the story again, and again got loud, and the intense look on his face and emphasized the word "cunt".

Matthew told us that he has "seen every part of Kim." I asked him to explain what he meant by that. Matthew said that he has seen pictures of Kim's breast, and her vagina. Matthew said Kim is very sexual at work, and she talks to him about another couple that she has sex with. Matthew said their names are [REDACTED], and they are all fuck buddies."

Matthew said that the culture at the Transfer Station has been like this since Justine Leavitt was the manager. Matthew said Ron says "it's like Las Vegas here. What happens at the dump, stays at the dump."

Matthew told us that around June 2022 Kim showed him and others a picture of a male masturbating. Matthew thought it was the male from the couple that Kim engages with sexually. Matthew said that Kim often times shows nude pictures of herself to him and Ron, and Ron "gets all giddy" about it.

I asked Matthew why he thought this was happening, and why Ron and Kim would say these things to him? Matthew said "Because they are jealous of me, everything I have going in my life, getting [REDACTED] house." I asked him what he thought they were going to say when confronted about this? Matthew said, "I have God, they can say what they want."

Matthew said that he thinks that Ron and Kim will "just walk off the job and quit. That's what I'm hoping for." Matthew again said that he would be taking the management job, and he wanted us to fire them. I reminded him that Heather, nor I had the authority to remove Ron or Kim we were just here to let him file the complaint against them. Matthew said, "I need to be full time for insurance, so I can [REDACTED] [REDACTED] Matthew said that after they said their comments, he heard them out back talking about how they could get in trouble for saying things like this, and they were already conspiring to cover their tracks.

Matthew told us that he wanted us to speak with [REDACTED] from Tuftonboro as she was a witness to this. I asked him if she saw or heard this happen, and he said she hadn't seen it or heard it, but he has told her about it.

Matthew said he did not graduate from high school but did get his adulting learning certificate in 2011. Matthew said he does not use any drugs other than alcohol, and he takes a multivitamin. Matthew told me that he is [REDACTED] and is not treated for it.

Matthew told us that he was not returning to work at this time, and he was putting himself on leave due to [REDACTED]. This concluded our time with Matthew.

On Thursday, February 2, 2023 I spoke with [REDACTED]. She advised that she is [REDACTED]. She confirmed that Matthew does live with and take care of [REDACTED]. She confirmed that [REDACTED] advised that Matthew told her that he is being sexually harassed at work, and she believes it to be from a female co-worker of Matthews.

On Saturday February 4, 2023 I had a non-public with the Board of Selectmen at the Gilmanton School. I was instructed to handle the internal investigation, and to act as the notifying party for the BOS per policy as the complaint is against the Transfer Station Department Head (Ron Nason).

On Saturday, February 4, 2022 I went to the residence of Peter Kotsakis who also works at the Transfer Station. When I showed up at his house in full winter uniform, driving a fully marked cruiser, he welcomed me into his house. He apologized for the mess, and said he was doing some work on the house. I told Peter that I was there to investigate a complaint on an internal matter at the Transfer Station. I told him the complaint was NOT against him, however the complainant did mention him as someone who may have witnessed the conduct.

I asked Peter if he had heard Ron or Kim tell Matthew to "lick [REDACTED] cunt," or to provide oral sex or any other rendition of that phrase. Peter told me that he never heard that. Peter told me that Kim is very sexual at work and talks about how she has another couple she hangs out with and has sex with. Peter also told me that he tries to stay in his booth at work, and only interacts with his coworkers at the very beginning of work, or when he has to go to the main building to use the bathroom. Peter said I've tried to give them advice on different things to keep them out of trouble because they look to him as the old man or a father type figure even though he isn't the boss.

Peter told me that on Wednesday, February 1, 2023 Matthew didn't show up to work. Peter said it was during that shift that Kim said that "Matt is crazy, and wants me to give him oral sex," and Ron agreed when she said this. Peter said again how over the summer of 2022 Kim was telling everyone she works with (Ron, Matthew, and Peter) that she was having sex with another couple that she was friends with.

Peter said Matt and Kim are "off their rocker," and he believes that they are smoking marijuana while at work, and while being employed as a Town of Gilmanton employee. Peter told me that Matt has changed a lot, and he believes it all started last summer when [REDACTED]. It should be noted that [REDACTED].

Peter described Matt and Kim's relationship as "Buddy Buddy" with each other. Peter also said that Ron is aware of things, but not aware of everything as he isn't always around when things are happening, as he might be working in the office. Peter had nothing else to add at this time. I instructed Peter to not discuss this case with anyone he works with and that he could get in trouble if he did.

On Sunday, February 5, 2023 I called Ron Nason. I told him that there was a complaint and I was completing the internal investigation for the Town. I told him I'd like to meet with him today at the Police Department, he said he would meet me.

I met with Ron Nason at the Gilmanton Police Department. I invited him into my office, and closed the door for privacy as Officer Akerstrom was also in the building working his patrol shift. I filled out the Employee Notification Form, and the Statement of Rights form. I read both of the forms to Ron, and

explained that the complaint against him was that he has engaged in sexual harassment with other Town of Gilmanton employees.

I told Ron that Matthew had said that Ron told him to "lick [REDACTED] cunt." Ron shook his head and said "Absolutely not." I confirmed that he did not say that to Matthew, and he confirmed, and got louder when he said, "Absolutely not." Ron said that he has been worried about Matthew for the past couple of months [REDACTED]. When asked to elaborate Ron said Matthew was worried about [REDACTED], but also more worried about himself. Ron said Matthew [REDACTED]

Ron said that he has never made any sexual comments, jokes or references to Matthew. I asked Ron if he knew of Kim ever making sexual references or comments to Matthew. Ron said "Not like that." Ron said, "You know, Kim is Kim, she's always rattling off sexual stuff." He said when she would see someone walking in the parking lot with a stick Kim would say "Hey I like your wood."

I asked Ron if he knew of anything Kim might have said to Matthew about giving or receiving oral sex. Ron said, "He (Matthew) told me that Kim said she was good at giving head." Ron said he asked Matthew what he thought about that comment, and Matthew replied with "Well I figured if she was going to give head, why not, you know." Ron said he wasn't there to hear the conversation, but thought that Matthew may have propositioned Kim for oral sex. Ron thinks this took place a week or two ago. Ron said, "Matt's always telling me that Kim wants him to go over to her house and I know what she wants and I'm not going over there." Kim told Ron that she has never invited Matthew over for sexual things.

I asked Ron if he knew of Kim ever showing nude photographs of herself or of others. Ron said that Kim did show pictures when she got her nipple pierced. Ron said that he did see the photos and this was probably a year ago. When asked who she showed the pictures to, he said "Pretty much everyone that wanted to see." Ron said that Kim does frequently talk about her sexual activities when she is at work. Ron said she is "very outspoken and outgoing with that. She will talk about this other couple; we hang with and have fun with." I asked if she says it like that, or if she got into graphic detail about it. Ron said, "In the past she has gotten into graphic detail about it," to others and to himself. Ron said Kim does not hide this fact. Ron said that this is just talk inside the office between them, and he would stop it if he heard her talking this way outside.

I asked Ron if he has ever heard of Kim showing videos or pictures of her having sex, and he said he had not seen them. But he said he has heard of her showing people, but not necessarily at work. Ron said, "Like I said she is very open sexually, very open."

Ron said he didn't know this investigation was coming, he said "not a clue, I'm kind of shocked, of all things." I asked Ron about drug use at the facility and he said "there is no drug use. While we are at work no." I asked about outside of work, and he said "I know of marijuana being smoked. I know I smoke it outside of work." Ron told me that he, Matthew, and Kim smoke marijuana while they are not at work. Ron told me he is unaware of them smoking marijuana at the Transfer Station. Ron said, "They showed me some one time at work and I was like get it out of here, that was like over a year ago." Ron said that it was Matthew who had the marijuana at work, and he showed him "a nugget." Ron said it was "quite a while ago, 6, 8 months ago, maybe a year." Ron confirmed that they do not have medical marijuana cards. Ron said that he personally has never come to work high on marijuana and he doesn't think the others have either. Ron said that nobody drinks alcohol at the facility either.

Ron confirmed that he and Kim had “backed off” from talking to Matthew because when Matthew comes in, he is stressed out every day, and he’s acting like he is high and mighty because he is getting everything given to him. Matthew is constantly harping about getting the house from [REDACTED]

I told Ron that since his statements and Matthew statements are so very different the next steps are probably for them to take polygraphs. I told him I wasn’t trying to scare him, however if someone was lying during the investigation it was would probably get them fired, and telling the truth during this non-criminal internal investigation was the best thing.

I told him today was his chance to get his side of the story on record, and if he leaves here today, then his story changes, I would view it as him withholding information during the investigation. I asked him while he was here with me were there any other things, he thought I should know about. Ron told me there was some “locker room talk” that does happen sometimes with himself and his employees. He said it consisted of Matthew talking about different girls he was dating, or talking about his ex-wife cheating. I told Ron the primary complaint was the alleged “Lick [REDACTED] cunt,” comment, and the noises/facial movement after. Ron again said, “Absolutely not.” Ron said he has never said that to anyone. Ron denied Kim every saying that Matthew should “take [REDACTED] underwear down,” etc.

I told Ron that he was not allowed to have any conversations about this with any of his employees, and that he might be asked if he did on the polygraph. Ron understood this.

I told Ron that Matthew was out on leave pending this investigation, and that he was not to contact him any further until this was resolved.

I asked Ron if there was anything else he thought me or the Board of Selectmen should know. Ron said that he doesn’t know of anyone drinking at the facility, or “doing weed” at the facility. Ron said he doesn’t do it at work or before work. I asked Ron if they have ever brought it to each other at work, to buy or sell from each other. Ron said they did not do that at the facility. Ron said, “maybe 2-3 years ago when I started smoking, I think Matt or Kim gave me some, but that was it.” Ron said, “We are not in there dealing or selling it.” Ron said the last time he smoked marijuana was last night, and he mostly smokes it every night [REDACTED]

I told Ron that I was going to have Kim come here immediately following his interview. Ron said she didn’t have a vehicle at work today, but he would go get her and bring her back. I told him again there were probably going to be polygraphs, and I did have an issue with him talking to her and warning her about this. Ron said, “I won’t say anything.” I told him if he does it would be interfering with the investigation, and he could be terminated.

I asked Ron one more time if he had anything else to tell me now. He said [REDACTED] and [REDACTED] Ron said [REDACTED] Ron said Matthew is very immature, and very dumb sometimes. You have to tell him the same things many times. This concluded my interview with Ron and he left from the Police Department.

On February 5, 2023 I met with Kim Boutsianis at the Police Department. She was dropped off by Ron Nason. She came into my office; the door was closed for privacy as Officer Akerstrom was sitting at Robin’s desk working.

I told her the interview was being recorded, I filled out an Employee Notification Form, and a Statement of Rights form. I read them both to her, and she signed them.

I explained to Kim that the nature of the original complaint was sexual harassment from another coworker. I told her that Matthew had made the complaint that Ron told him to "lick [REDACTED] cunt" and that she then followed up with something like "yeah Matthew she would like that." I asked Kim if that statement or any form of that had ever been said by them. Kim responded by saying, "Negative, Negative, Negative. If you want to talk sexual harassment, look at the genders that work there." I asked her to elaborate on this. She said, "I'm the only female with three men. Two of them are mature and have lived life, one is not. If you want to talk about sexual harassment, I could dig up a deep, deep, deep well." I asked her what she had to talk about? She said, "I take it with a grain of salt, it doesn't faze me, they're just words, people say things when they're comfortable with each other, and there's never been actions taken to make it seem real. I have never heard Ron, ever, say anything sexual to anyone ever." Kim continued and said, "If it's anyone talking sexual it is Matthew. I've had to come right out and talk to Ron and say Matt's making me uncomfortable, what should I do, and Ron has talked to him. I have even pulled him aside to talk to him about this. Kim said that, "Every couple of months it comes up."

Kim told me the last time this came up was the last time that Matthew worked, which would have been the weekend of January 28 and January 29, 2023. Kim said, "This happens often, I'm used to it, I'm used to being the odd gender, I work in a man's field, this job, my other job, I get it. People are vulgar they say stuff. Like I said, there has never been any action to make it seem like the words are true. You can call it a fish, and it smells like a fish, but until you see it though is it really a fish? If I was to complain every time someone has sexually harassed me, we would be visiting too often. Not only employees."

I asked Kim what kinds of things Matthew has said to her. Kim said, "Oh he's told Ron many times that he thinks I want to give him a blow job." Kim said she was in the bathroom at work and heard Matthew say that, and she "called him out on it." Kim said, "I said Matt, you're a friend, you're a coworker, if you need someone of course I'll do what I can, I don't have any sexual interest in you, I never have, I never will, and that will never ever, ever, ever happen, ever. That's happened more than once. He thought for a long time that I wanted to get with him and he would tell Ron, and Ron of course would be like watch out Matt's in a mood. No, I don't want anything to do with you Matty. You're a great coworker, we work super well together, we are an A Team, we get stuff done."

I asked Kim where she thought Matthew's comments would come from, and she said, [REDACTED] but she confirmed that Matthew does not drink alcohol at work. Kim said that she has never seen Matthew intoxicated, at work or on free time.

I told Kim that another part of the complaint was that she had shown Matthew and others pictures of herself on her phone, either nude or engaging in sexual activity. She again answered by saying, "Negative." She said, "My phone has like Border Collie pictures. Nope. What I do on my own personal time is my personal time. When I'm at work I'm a coworker. I mean Ron and I have a friendship outside of work we always have, but we are just great friends we are like twins." I asked again if she had ever shown nude photos while at work or outside of work and she said "No, no. I don't see him outside of work. I feel like a mom to him, I mean really, really, he calls me mother. You might have heard him, but he always calls me mother."

I asked Kim if while at work she talks about being engaged in threesomes and sexual things. Kim said, "We all talk." I asked her about showing pictures, and she said "No pictures." I asked what gets said at work. Kim said, "He asks like oh what did you do, and I say of I hung out with my other friends but it's never anything sexual. He might be imagining because we do spend time there, and they have a family with children, they are our best friends, so but there is nothing sexual." I asked Kim if she ever talked about sexual stuff about these friends, and she said, "No. Ick, No." I asked Kim if she has ever showed Matthew any sexually explicit photos of anyone? She shook her head as if to indicate "No." I asked Kim if she had ever showed pictures of [REDACTED] on her body that aren't visible? Kim said, "Ron, I did show Ron. Because I had to let him know that I was having a little discomfort in an area." She confirmed that she did show Ron partial nude photo of herself, because of the area she might not be so agile at work. "Ron is the boss, it's his business [REDACTED]"

I asked Kim if there was any kind of drug use happening, either with her or any other employees at the transfer station. Kim said, "Not that I know of." I asked her if anyone uses drugs and she said, "Nope. Not that I know of." I asked Kim if since she has worked at the Transfer Station has, she ever brought drugs to work, or seen anyone bring drugs to work, and she said, "Nope. [REDACTED]"

[REDACTED] Kim said that this was around August of 2021, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

I asked Kim if she knew of anyone using drugs when they were not at work, and she said, "Not that I know of." I asked her again if anyone was using and marijuana, coke, meth, etc., and again she answered with "Not that I know of." I asked her directly, "Do you?" She quickly answered, "No." I asked her if she had a medical marijuana card and she said, "Negative."

At this time, I told Kim that I had interview several other people, and the stories are all every different. When I told her that her story was different, she said, "Oh. I stay out of the loop." I told her again this was her opportunity to tell me what was going on. She tried to interrupt me and I told her to let me talk. I told her if she lied or withheld anything during this interview/investigation that the BOS would probably terminate people who did this. I told her there was no tolerance for lying of any kind. Kim said "No that makes sense." I told Kim that since there were discrepancies in stories, I was going to schedule most Transfer Station employees for polygraph tests. Kim said, "Ok."

I asked Kim if she wished to elaborate on any of the statements she made today, or change any of her answers before we went on to drug testing, and polygraphs. She said, "I know Matty smokes here and there. I don't know how often. I reminded her again that I was doing this at the direction of the Board of Selectmen and I wasn't acting as law enforcement at this time, it was administrative. I told her to think about how many people I've interview in 20 years, and how they react. She immediately said [REDACTED]"

[REDACTED]
[REDACTED]
[REDACTED] I told her the reason I was asking was because I was being told it was happening at the Transfer Station, and she said, "Negative." Kim told me that she has never smoked at

work. Kim was asked if she had ever seen anyone smoke marijuana at work and she said, "Not that I can think of. I have smelled it but I haven't seen it." Kim said that she had seen marijuana at work, but it wasn't on an employee, it was in someone's truck when they were dropping off trash. I asked Kim if someone had ever gotten some from her, or given some to her at work and she said, "I wish, but no."

I asked Kim if our next step was to go to Occupational Health and take a drug test would she pass it? She said, "Well probably not because it was New Year's Day, and I don't know how long that stuff lasts."

I changed gears back to the sexual nature of the investigation. I asked Kim if she had ever sent any sexual text messages or messages to any coworkers, even as a joke. Kim said, "Not that I can think of. You know we are together all the time over there; we work together, I've known Ron for over 10 years. There comradery in the office." I asked Kim, "How do you feel you get treated when you are working?" Kim immediately said, "Fair. Very, very, very fair. When a situation arises that makes me uncomfortable, I'm not afraid to handle it. Like when Matty was talking to Ron about me giving him a blow job. I was like Dude; look we are great coworkers." I asked Kim how Matthew reacted when she addressed it to him, and she said, "he said Oh you heard that? And I said I was right in the bathroom." Kim adamantly denied wanting to have any kind of sexual relationship with Matthew. She said that even Ron's fiancé [REDACTED] and she have spoken, and [REDACTED] said "Matty was kind of hinting that he wanted me [REDACTED]"

Kim said that Matthew was ranting recently to her that he was not dumb, and he had a brain and a left and right sides of his brain. She said this was taking place on Wednesday, February 1, 2023 because it was the day Matthew didn't go to work. Kim said she thought this was caused because Matthew was [REDACTED] because they were at work, and Matthew wasn't. Kim said they noticed a change in Matthew when [REDACTED], and Kim thought this was a little bit before Thanksgiving 2022.

I asked Kim if there was anything else that she thought I needed to be made aware of, any policy violations or otherwise at the Transfer Station and she said, "No. Not that I know of. No"

I asked where Peter fell into all of this? Kim confirmed that Peter was not involved in this, and he stays primarily in "the booth." Kim said Peter will come down to use the bathroom, and "chit chats in the morning." Kim said if they see Peter twice a day that would be a lot. I asked Kim if Peter was a trustworthy person, and she said, "Very. Yeah, he is a good guy." I asked Kim if Peter was honest and she said, "Very."

I asked Kim if there was anything she wanted to change about her statements to me, and she said, "Not that I can think of." I explained to her that it would hold more weight now than later. Kim was told that per the Board of Selectmen she is not to talk about this investigation with her coworkers at any time. I even told her this may be a question of the polygraph, and it could be.... And she cut me off and said "Grounds for termination." I told her she was correct. I told her not to put herself in that position to get into more trouble and she said she loved her job. She had nothing else to add, and this concluded my interview with Kim. Ron Nason came back to the Police Department shortly thereafter to pick Kim up.

Later in the day on Sunday, February 5, 2023 I was in my personally owned pick-up truck, and stopped at the Transfer Station to get rid of my household garbage. Peter was in the booth and saw me and yelled down that he wanted to talk to me. I told him I couldn't talk to him about it here if that's what he wanted. Peter came down out of the booth anyways, and apologized if he spoke out of turn about his

fellow employees. I told him he didn't do anything wrong, and he was required to talk to me as it was an internal investigation. I reminded Peter not to talk about it with anyone, and that would get them into trouble if they were talking to each other about it. Peter said Ron already said something today. I asked him what Ron had said. Peter said, "Ron came back and was like Matthew threw us all under the bus pretty bad. But I can't talk about it." I told Peter not to talk about it either, and I departed from the Transfer Station.

On Wednesday, February 8, 2023 I contacted TA Carpenter to check who the Town of Gilmanton used for Drug and Alcohol screening. She advised she would confirm and call me back. A short time later she called and told me that I was good to move forward with the testing at Merrimack Valley Occupational Health on Route 3 in Tilton, NH. I advised her that I would be going to get Ron and Kim from the Transfer station as they were currently at work.

I arrived at the Transfer Station around 3 PM and met with Ron. I told him that I was there to collect he and Kim for a drug testing at Merrimack Valley per the Fitness for Duty Exam policy, to test for the presence of drugs or alcohol. Ron said they would have to close the facility if that were the case, even though at this time there as only one (1) customer in the whole place. I called TA Carpenter and she said if it was a safety concern Ron could close for the short time it would take to do the testing and come back. While I was on the phone Ron went into the restroom. Ron notified Peter who was in the compactor booth, and decided that Peter could keep an eye on everything. Ron told Kim that we were leaving, and together they both asked if we could do this another day. I told them we couldn't and I had already called in the appointment.

I transported Kim and Ron to the Merrimack Valley facility. Once inside they were checked in, and took the tests as the staff instructed. While waiting Kim was very chatty, and then said, "I have so many questions." I asked her if she had questions for me, and she said, "Not at this time." Kim said, "That is what my attorney is for. I fight fire with fire. If you live in a glass house, don't throw stones." I just let Kim talk at this point. Kim said, "I should have filed papers on him years ago for sexual harassment." By now Kim was crying, and told me that she was "so hurt" by all this. Kim's only question for me was "is he getting drug tested," I told her I couldn't say.

After the urine tests were completed, I was told by staff that it would take about 72 hours to get the results emailed to me, as they were sending the tests out due to prescription usage. I transported Ron and Kim back to the Transfer Station. I told them both they could write statements about anything they wanted me to know about, they both said they were going to do that, and they were going to include screen shots from chats with Matthew.

On Saturday, February 11, 2023 I went to the Transfer Station with a family member of mine to get rid of some garbage. When doing so Kim made a comment "We are seeing too much of each other." Then she said she had dropped off her statement at the PD along with some screen shots. She inquired how Ron should do it. I told him he could have the on-duty unit respond to the Transfer Station and pick it up in a sealed envelope. I cleared from the Transfer Station.

On Sunday, February 12, 2023 when I arrived at work I found an envelope (blue with clouds) from Kim, and another from Ron (yellow large).

Inside Kim's envelope was her statement (see attached) which was written on February 10, 2023 according to the second typed line. Kim indicates that Matthew has sexually harassed her many times. She said he has made statements to her. Kim said she addressed this with Matthew at the time, and that it made her feel uncomfortable. Kim indicates that Matthew "approached many times talking about me giving him a blow job." Kim goes on to say that Matthew talks about the size of his penis.

Kim says that she has seen Matthew on many occasions talking to young females online. Kim also said that Matthew mentions he wants to have sex with [REDACTED] who Kim says is [REDACTED]. Kim said that Matthew has told her that [REDACTED]

Kim said that she has noticed a drastic change in Matthew. She also says that Matthew is careless and reckless at work, and recently caused an accident with the skid steer and broke the hydraulic arm, which cost \$1,900 to repair. Kim also indicates that Matthew has stolen money from work, when residents come in and have to pay to get rid of trash.

I reviewed the Facebook message screen shots that Kim provided. On February 01, 2023 (day before he came to PD to file a complaint) Kim and Matthew have a conversation where he calls her "mother" as she indicated when I interviewed her. He indicates that he didn't wake up until 1 o'clock. Matthew wrote "No call, no show" then, "Ron says he's going to fire my ass anyway." Kim then told Matthew, "PD was here for you." This was the day I went to the Transfer Station to follow up on [REDACTED] fall earlier in the week.

In the messages Matthew indicates that he is very stressed. Then he says, "It's nothing about you guys. You might've added a little fuel to the fire but that's it." Kim said "Well I'm done so no worry." Matthew says, "Everything's going to be ok. I'm all done too mother." Kim said, "Glad for you but it's nothing to me." Later in the conversation Matthew writes, "I love our team. I do like you Kim and I like Ron and I want to stay and I just want us to be happy." Matthew also goes into talking about [REDACTED] just like he told TA Carpenter and I. Matthew later says "Do you know you guys are my friend also." That is all Kim provided for text screen shots. I have no way of confirming at this time, if she deleted any items before she printed them to alter any parts of the conversation.

I reviewed the written statement provided by Ron Nason, which indicates it was written on February 10, 2023 (same day as Kim's). Ron says that he was shocked about the accusation, and is [REDACTED]. Ron goes on to say, that the accusation of drugs "That is false." This statement is very strange as Ron already told me that he uses marijuana illegally. Ron says that [REDACTED]. Ron also goes on to say that he gave Matthew a verbal warning for inappropriately speaking with Kim. The screen shots from Ron's conversations with Matthew don't show anything relative to this investigation.

Parts of Ron and Kim's statements are very similar. This could be for a number of reasons including it could be true, and/or they could have collaborated while writing them after being instructed not to talk about this investigation.

On February 13, 2023 I contacted Matthew at the two (2) numbers I have for him 603-364-7474 and 603-731-3437. There was no answer and I left messages at both numbers.

On February 14, 2023 I called both of Matthew's numbers and got no answer.

On February 14, 2023 I called [REDACTED]. She told me that [REDACTED] died on [REDACTED]. [REDACTED] told me that she spoke to Matthew on Thursday February 09th, 2023. She told me that she was supposed to meet with Matthew on Friday, February 10, 2023. She said that Matthew was a no show, no call, and hasn't heard anything from him. [REDACTED] said that she spoke to the mail carrier "Tyler" who gave her an envelope addressed to Matthew, and the wind took it and blew it away. She told me the mail was from the Town of Gilmanton. [REDACTED] told me that Matthew may be staying at The Holiday Inn around the Farmington/Rochester, NH. [REDACTED] I called the Holiday Inn and found "nobody by that name is staying here."

On February 14, 2023 I spoke with TA Carpenter on the phone. I made her aware that Matthew hadn't been seen or heard from since last week.

On February 20, 2023 I called Matthew's cell phone number again. Again, it went right to voicemail, I left him a message to call me at the Gilmanton Police Department.

I also received an email from MVOH in reference to the drug test for Kim. The test showed a POSITIVE test for Marijuana.

[REDACTED]

On February 22, 2023 around 1330 hours, I called [REDACTED]. She asked if I had found Matthew, and I told her that I did [REDACTED]. She said she had received a strange phone call asking for information, but didn't know if it was real or not so she didn't tell them anything. [REDACTED]

[REDACTED]

[REDACTED] also notified TA Carpenter that Matthew had been located as she was trying to get in contact with him.

On February 23, 2023 I was made aware by MVOH that Ron's urine test came back Positive for marijuana.

On Tuesday, February 28, 2023 I was able to make contact with Kim, Ron, and Matthew. I advised Ron and Kim of their upcoming interview/polygraph examinations. Kim's will be Monday March 06, 2023, at 1600 hours. Ron's will be March 09, 2023 at 0830. Matthew's will be on March 09, 2023 at 1200 hours.

On Wednesday, March 01, 2023 at approximately 1400 hours Matthew came to GPD. He came into my office, and the door was closed for privacy. I audio recorded the interview. Matthew was advised of the allegations against him, and read his rights.

I asked Matthew if he recalled what the allegations were that he made against Ron and Kim. Matthew told me again the same story he had told me and Heather Carpenter before. Matthew was basically verbatim in how he described it to us before.

I told Matthew that Kim and Ron denied the allegation, and he said "They are lying."

I talked to Matthew about the missing money allegation. Matthew said there was one time where a man named "AL" gave them a "gift" of \$100, which he attempted to take for himself. However, he was caught, and had to split the money with the other Transfer Station employees. Matthew said this was just a gift, and might have been 6 months ago. Matthew said that Kim, Ron, Peter, and Matthew each took \$25.

Matthew told me that he will tell me the truth to anything I ask him. I told him that was a good idea, as the Selectmen will fire him for lying during an investigation.

Matthew told me that he was wrong to have given an "Ultimatum" to Heather and I about firing everyone and him taking over. Matthew said that Ron was "not at wrong as Kim." Matthew told me that he misses work, and wants to return to work as soon as possible.

I talked to Matthew about his drug use while being employed as a Gilmanton employee. Matthew told me that he has been a Gilmanton employee for 10 years. Matthew said, "I use marijuana on my ride to work, and sometimes at my house before I go to work." Matthew said that he smokes marijuana every day, and does not have a medical card. Matthew said, [REDACTED] and smoking marijuana [REDACTED] Matthew told me that last night he purchased \$100 worth of marijuana. He said usually he purchases ¼ ounce at a time, and smokes daily.

Matthew told me that he has also used marijuana while at work at the Transfer Station. He said this was a couple years ago when "Noel" worked there, they smoked a joint under the trailer. Matthew told me "There were a few puffs with Kim and Ron in the mornings." I asked Matthew if this was a regular occurrence at work? Matthew said, "I didn't smoke marijuana at work until Kim started." Matthew told me that he can work when he is high, but "Ron can't work when he is high, he gets goofy." Matthew described the marijuana smoking habits at work with Kim and Ron as a daily thing. Matthew told me that they would keep a small amount of marijuana and smoking pipes in the freezer at the Transfer Station.

[REDACTED]
[REDACTED]
[REDACTED]. Matthew said, "I would sleep over, and I would still feel like I was on crack when I got to work at the Transfer Station." [REDACTED]
[REDACTED]

Matthew said that he had never bought or sold marijuana at the Transfer Station, but has "been gifted marijuana by Al." Matthew said that Kim and Ron have given Matthew marijuana at their house when he "was completely out and needed some for the night."

Matthew told me that Kim crossed the line with him, and she was "joking sexually. She showed me pictures of herself." When asked what he meant by joking Matthew said "somethings wrong with my dick and she would point there." "Maybe I'd have a flight with Mike." "She would show me [REDACTED] dick, or him jerking off. Her friends [REDACTED] I've seen [REDACTED] nude. She's shown me pictures on her phone. She asked me if I wanted to join, meaning me be another fuck buddy. It's just disgusting. You'd think a 50-year-old woman would be out of that stuff."

Matthew said that Ron told Matthew to "watch what I say. But I didn't say anything." I asked Matthew if he ever has asked Kim to give him a blow job? Matthew said, "No. Never once at all Sir. She told me how good her blow jobs were." I asked why she would say that to him and he said, "I have no idea, maybe Ron got one from her one time. I don't know. She's a 50-year-old woman, I'm 33. She's disgusting."

Matthew said he did talk about his penis size, because "that's what I was told by [REDACTED] [REDACTED] [REDACTED] "Kim told me [REDACTED] was her longest penis she had ever had. [REDACTED] was Kim's [REDACTED] [REDACTED] Matthew said "She would initiate the sexual conversations."

Matthew said, "If they aren't there to work, fire them, and I'll be the boss. Nobody at Town Hall talks to me about their sex life. I'll go over there and be a janitor. Because at least there are people over there who are respectful."

Matthew reiterated that he has never taken any other money besides the \$100 gift.

Matthew told me that he smoked marijuana this morning. I told him that I would be taking him to MVOH for a urine test.

Matthew rode with me to MVOH in the front seat of my cruiser. We checked him in at the front desk. Matthew drank 2 ½ large cups of water, 1 cup of coffee, and 1 hot tea. Matthew made 3 attempts before he was finally able to complete the urine sample. This took way longer than it should have. Matthew was not happy with being tested for marijuana. Matthew told me that everyone smokes weed, and "I'm telling you right now, when I get home, I'm smoking a fucking bowl." I transported him back to GPD, and told him when his polygraph was, and wrote it down for him.

On Sunday, March 05, 2023 I was off duty and brought my household trash to the Transfer Station to get rid of. When I was there Peter came out of the booth to the far-right lane where I was unloading. He asked how I was, and if I caught any fish on my trip. I told him I did and showed him a picture of the fish.

Peter again apologized, and said he hoped he didn't say anything wrong. He also said, "I've tried to give them advice. You can smell it sometimes when you're back there." I didn't ask Peter questions, but I was assuming he was talking about the other employees smoking marijuana while at the Transfer Station. Peter also said, "If she would have just done her job, and not said things like I'm a woman they can't touch me." Peter was clearly referring to Kim as she is the only female who works at the Transfer Station. This statement made sense as Kim has said things to me before about being the only woman.

I drove out and looped back around to the recycling area where Ron and Kim were. I pulled up next to Ron and asked if we were all set for this coming week for his polygraph? Ron told me that he was. I asked Kim was as well, and he said she was. Ron told me that he knows he will fail the polygraph test because he is so nervous about it. I told him it wasn't hard, just to tell the truth. He told me he has been reading about them and people fail them all the time. Ron said "they can't even use the polygraph by law." I told him this wasn't a criminal case, it was only administrative, and it was work related. Ron said, "Vinnie is being a prick about this huh?" He was clearly referring to Selectman Vinnie Baiocchetti. I asked Ron what he meant? He said "Vinnie is pushing this whole thing." I told him that Vinnie had nothing to do with this, only that he was a BOS member and the entire board assigned the case to me to investigate. Ron said, "Vinnie is out to get me. [REDACTED]"

[REDACTED] Ron said that he even "called him out," on it in a meeting about a year ago.

By this time Kim had walked over to my open passenger side window. I asked her if we were all set for tomorrow, and if she wanted to meet at Gilmanton PD or Loudon PD? She asked why Loudon? I told her that was where the polygraph was located. She told me that she had no knowledge of this. I told her I called her and spoke to her. She said she thought it was just an interview, she said I never got an email. This indicated to me that she had discussed the case with Ron Nason as I emailed him about his polygraph. I told Kim it was a polygraph she was scheduled for, as stated in her original Employee Notification Form that she might be subject to such testing. She said she would have to speak to her lawyer. She told me that Wade from Sisti's office was representing her. I told her to please consult with him and get back to me ASAP so I can let the operator know. She said, "well if I don't take it they can immediately terminate me, right?" I told her she was correct. She said she would meet me at the Gilmanton Police Department at 4. Kim also told me that she had been researching polygraphs, and knows that she is going to fail because she is so nervous. This made it clear to me that she knew she was going to be taking a polygraph despite what she just said to me about not knowing. Otherwise, why is she researching polygraphs?

On Monday March 6, 2023 Kim came to Gilmanton PD at approximately 1600 hours. I met with her briefly in my office with the door open, and Robin Bonan seated at her own desk. I gave her an updated Employee Notification Form. She signed the file copy. I asked her if she had any questions, comments, concerns, and she said "all of the above." I asked her what she wanted to say before we left. She told me that she contacted her lawyer who said they had never heard of anyone going through any of this during an internal investigation.

I asked Kim if there was anything she wanted to change in her statements prior to going to Loudon for the polygraph. She told me that she takes a daily edible THC (marijuana) gummy every day to sleep. She said this is to help [REDACTED], however she does not have a medical marijuana card. Kim said that she goes to the State of Maine to purchase the gummies. She told me that she has given 1 or 2 gummies to Matthew on occasion. Kim was very upset and said this whole investigation has her upset.

She said she loves her job, and needs her job because she is poor. She said she is behind on her mortgage as well. She also told me that she spends \$60 on the THC gummies for 30 of them. She had nothing else to say.

I drove my cruiser to Loudon and Kim followed me. Once inside she was allowed to use the restroom, and then showed where the interview room was. Lt. Dana Flanders met with Kim, and I did not go into the room with her. Prior to the interview Kim was given a consent form which she signed. During this interview portion of the pre-test, Kim spoke on audio and video with Lt. Flanders. Kim was asked if she ever showed nude photos of herself to anyone at work. She advised that she had shown pictures of her [REDACTED] to her boss Ron. She said she had to show him so he would know she was in pain and needed to treat them. However, she also said she tells him when [REDACTED] are bothering her, but made no mention of ever feeling the need to show him photos of this.

Kim adamantly denied having ever told Matthew to lick [REDACTED] vagina. She said she barley spoke about sex at work. But did sometimes just like everyone else. She said it was "Locker room talk."

Kim said she has "been given tips here and there." She said she has accepted cash tips, and items at Christmas time such as scratch tickets, Dunkin Donuts gift cards. She openly admitted that she is not supposed to take the gratuity tips.

Kim was asked if she has ever used drugs at work, and she said, "No." Kim said she does use THC gummies at night.

Kim was asked to tell the entire story of what took place to lead up to this investigation. During this she told Lt. Flanders that Matthew asked her for "blow jobs" two or three times she thought. Then when asked about it she changed her story and said, that he never straight out asked her for a blow job. Instead, she said when people were talking about not having sex for a while, Matthew said something like "I'd give anything to get a blow job from you." Kim said she reported this to Ron, and took Matthew aside to speak with him. Kim said Ron always gave Matthew a verbal warning, and the behavior would change for a little while. Kim said that Matthew was convinced that one of the EMT's were police the night [REDACTED] fell.

Kim said that she has shared her THC edible gummies with Matthew before, including him coming over to her house to pick them up. Kim was asked if she knew how much marijuana was kept in the freezer at work. Without hesitation she advised "crumbs." But then she said, "Because he'd usually find it and take it home." When asked who she meant, she said Matthew. The next question asked to her was, "So then who kept it in the freezer?" She hesitated before answering saying "sometimes residents would be like here have a little nugget," then she immediately diverted the conversation to alcohol and away from drugs. Kim then admitted that she has seen Matthew with marijuana at the Transfer station. She was asked if residents would always give it to Matthew and she said yes. But then she said that sometimes people would give it to her to put it in the freezer. Then she said they would give the marijuana to Matthew, then he would hand it to her, and say "Here mother, put it in the freezer." She said this hasn't happened in the last four (4) weeks since this started.

Kim was asked if she lied or made any intentional omissions today, and she said no. They took a break from the interview at this time.

When the interview resumed Kim was asked if she had talked to Ron or Matt about the investigation and she said "Nope." Lt. Flanders asked her again, "so you and Ron haven't talked about it," then she changed her answer to "a little bit." She acknowledged that she was under direct orders to not discuss the case with Ron, and they did it anyways. She said she and Ron talked about this approximately "half a dozen times."

Lt. Flanders took another break, and came back a few minutes later. He repeated her words to her that she believes in second chances for people. He told her this was the time to tell him the truth to get this all over with. Kim said, "I've seen Matthew smoke at work." Lt. Flanders asked her "what about you?" Kim said, "I maybe took a hit off, but I'm not generally a smoker." Kim said she only smoked one time when a resident named Dan from Sawyer Lake brought them a "nugget of purple haze."

Lt. Flanders told Kim that he was not going to run a polygraph test on Kim at this time due to [REDACTED]

Kim said there is about \$50 in petty cash at the Transfer Station even though they aren't supposed to have a petty cash. She said it's \$1's and \$5's. Kim said that all 3 of them (her, Ron, Matthew) handled money at work.

Lt. Flanders asked her again if there was anything else she wanted to talk about. He told her that she already lied to him today when he asked her a direct question. She acknowledged this, but also said she didn't mean to. He asked her again is there anything thing else you have lied about today, and she said "Not that I can honestly think of." Lt Flanders advised that when people use qualifies to preface a statement like "not that I can think of," it usually means there is something they can think of and they are lying. She said, "My brain is foggy, I really don't think I have." Lt. Flanders told her that this was a time to get unfoggy if she wanted a shot at a second chance to stay employed with Gilmanton. She said there was nothing more to talk about, and this concluded the interview.

Later that night I briefed the Board of Selectmen as to the results thus far in the investigation. Since Ron Nason had made an accusation of this being a personal vendetta from Selectman Vinnie Baiocchetti, he removed himself, and left the room before the briefing. During this briefing I was granted a 30-day extension.

On Sunday, March 19, 2023 I went to the Transfer Station and met with Ron. I asked him if he had any time that we could meet tomorrow (Monday). He said he had some things to do like shopping with his daughter in the morning, but he would come to the PD around "noon ish." He asked what it was for, and I told him it was about the investigation, and I was hoping to close it up soon.

On Monday, March 20, 2023 shortly after noon Ron arrived at the Gilmanton Police Department. I met with him in my office with the door closed. I told him the meeting was going to be audio recorded just like the others. I gave Ron another copy of the employee notification form to the things that we had already talked about. He signed my copy, and was given his own copy.

I told Ron that I had interviewed everyone, and wanted to talk about what was actually said to Matthew. Ron said, "I will admit that we do have locker room talk. I did not say what Matthew said I said." Ron denied saying anything even remotely close to what he is accused. He said Matthew believes all women want him including [REDACTED] her [REDACTED] and Ron's girlfriend. Ron said the only thing he might

have said was when Matthew was married and he might have said, "Matt why don't you go home and take care of her."

Ron described Kim as "like a guy when we are sitting around, she will start some of the sexual conversations." Ron said, "She will talk about sex with other people. When she met that other couple, she was talking about sex a lot and I did tell her to stop." Ron said, "She was kind of proud of it. She would talk about what they did and how they did it. Like how long they were in bed together. Like oh I was fucked for an hour and half last night." Ron said this was over a year ago, and she stopped when Ron told her to stop. Ron said her talking this way made him uncomfortable.

I asked him about the missing money at the Transfer Station. Ron said that Matthew was caught once putting \$100 in his pocket, "but the Selectmen knew about that anyways." Ron said this was about 2 years ago, and the \$100 bill was for demo fees. Ron said that sometimes at night the cash drawer would be short 5, 10, or \$20. Ron said he would always cover the shortages by putting his own money into the drawer. Ron said since Matthew has been gone from the transfer station the drawer hasn't been short once. Ron said that he has never taken money from a residence as a tip. He said that he also knows Kim hasn't, then he said to his knowledge she hasn't, and he was unsure of Matthew. Later in the interview Ron said he has gotten scratch tickets, small bottles of alcohol, cakes, cookies, but no money.

I talked to Ron about his drug usage. Ron said that he is a daily marijuana user. Ron is not a marijuana medical card holder, nor does he have a prescription. Ron said " [REDACTED] Ron said the [REDACTED] I told Ron that everyone had come clean about using marijuana at work, and he said, "Yup." Then he said, "If they did, they didn't do it around me." Ron told me that he did use marijuana at the Transfer Station with Justin over 10 years ago. Ron said he couldn't say if they did or they didn't. When confronted with the pizza box in the freezer to hide the marijuana, Ron said "I found that out too." I asked Ron how he found out, he said, "When all this started." Ron said, that inside the box was marijuana crumbs and smoking pipes with residue inside. Ron said he did not notify the Town Administrator. Ron said, "I didn't even look in there until this all started. I knew the box was in there, but I just assumed." Ron attempted to deflect and talked about previous employees (Justin, and Ed) smoking while at work at the Transfer Station.

I reminded Ron that when this investigation started, he was instructed not to talk about it with each other, he acknowledged this. I asked him how that was going? Ron laughed, and said, "Not too good. We have been talking about it." I asked Ron why they were talking about it, and he said "Well I'm fed up with the Selectmen bullying us around. I'm just fed up with everything. I keep the place as good as I can, and nothing is good enough for the Selectmen, at least these Selectmen. I've contacted a lawyer and he's told me some things about what they've been doing wrong." Ron said he didn't have an attorney but he spoke with Mr. Philpot from Gilmanton, about the harassment from the Selectmen. Ron said, "I'm terrible with paperwork." Ron said, "Mark Warren when he was running for re-election, he said he cleaned up the dump, but he didn't do a darn thing. He yelled at me a lot."

Ron also described his issues with Vinnie Baiocchetti. He said this stems from 25 years ago, when [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

said he never gave it much of a thought until Vinnie got into office and started making his life miserable. Ron said he addressed it in a meeting with the Board of Selectmen, and Vinnie said it's not his style.

I told Ron that the comment Ron made to me about he was going to fail the polygraph was odd. I told him generally this means someone is afraid of the test, and he said he was afraid of it. I told him this was usually because someone is going to lie. Ron said, "No. But I am afraid of it." I gave Ron the opportunity to change any of his statements. Ron said the only thing he wanted to change was he had smoked marijuana at work 10 years ago. Ron said he didn't witness Matt and Kim smoking marijuana at work, but he said he did smell it after they went to smoke cigarettes. Ron said he did address this with his staff, and he said he told them they weren't allowed to do that.

Ron talked about this being something made up by Matthew. He said this all started around the time [REDACTED] fell, and Matthew thinking the EMT's were Police Officers asking a bunch of questions. Ron described Matthew as "in a panic."

Ron told me that he and Kim did not work on their written statements together, nor did they discuss what to write on them. Ron said, that Kim told him that she was going after Matthew for putting her through all this. Ron said Matthew would say things directly to Kim, and to Ron.

I asked Ron if there was anything else he wanted to talk about? Ron said that looking back on things Matthew wasn't doing his job at the Transfer Station. Ron said, "he's a funny kid. I guess kind of took him under my wing, and yes I let him get away with if he wasn't doing his job right." Ron said, "I'd have to tell him just about every day what to do." Ron that Matthew, "needed to be guided."

I told Ron that we were going to go through with the polygraph. Ron deflected again and said he couldn't believe we were taking Matthew's word over his when [REDACTED]. I explained the reasons to take this investigation to the end.

I told Ron that some of the issues were that he violated policy when he failed to report the sexual harassment, or drug use to the Town Administrator, Police, and/or Selectmen. Ron confirmed that he didn't tell the Town Administrator about any of this. Ron said, "I'm a very lenient boss and I know that." I told him that he couldn't be so lenient that he was in trouble. Ron laughed and said, "I'm already in trouble for not following policy."

I told Ron the Polygraph was planned for Wednesday. Ron told me he had a doctor's appointment at 1030 AM that day and would take about an hour. I asked Ron if he was planning on submitting to the polygraph? Ron said, "My lawyer, well not my lawyer, my son told me I don't have to." Ron told me that he was nervous, because the "polygraph is not accurate, if I said the least little thing wrong its going to come up." Ron told me that he was intimidated by me and felt that HR should have handled this [REDACTED]. Ron said, "We have nobody to go to, because she works for the Selectmen," talking about the Town Administrator. I told him we all worked for the Selectmen. Ron said, "No we work for the Town. I've had that argument before. We work for the people." Ron told me that the Selectmen have too much power, and that he has heard the same from residents. Ron said that he feels this Board of Selectmen bully him and the Highway Department. Ron said he did understand the need for this investigation. Ron asked why didn't the Town Administrator handle this investigation, I told him I didn't know. Ron said he wouldn't have been so intimidated if she did the investigation. I told him I didn't see myself as intimidating.

I asked Ron if I should be scheduling the polygraph for Wednesday? Ron said he didn't want to lose his job over it, but he didn't think he should have to take it. Ron said he did talk to Kim and with his son, and with lawyers about this internal investigation. Ron said he understood the point of not talking about it was because we didn't want "coercion." I asked Ron why he didn't call me when he found drugs in the freezer at the Transfer Station. Ron said, "I guess it's because I'm too easy of a boss. I figured I could handle it. It wasn't LSD, or Fentanyl. It was just weed." I told Ron that it looked like he was trying to cover up evidence after learning that he/they were under investigation. Ron said, "But I didn't do it until afterwards, we found out that." I said, "I tell you that you were being investigated and you throw away the stuff, and don't tell anyone." Ron said, "Right, I threw it away after we were being investigated."

I told Ron to take a couple hours and think about whether he was going to submit to the polygraph test. I told him it was a requirement as part of this investigation; however, I wasn't forcing him to do anything. I was just gathering the facts and pushing them up to the Board of Selectmen. Ron had nothing else to say, and said he would call by 3 PM today. Ron said he was going get a hold of a lawyer.

Around 3 PM Ron called me at the Gilmanton Police Department. He said he was not going to take the polygraph test. Ron said he had too much on his plate, and that he just can't handle it. Ron said, these machines aren't 100%, and I feel like a criminal. I advised him that I would notify the Board of Selectmen as such.

On March 21, 2023 I met with Heather in her office and briefly explained my previous interview with Ron.

See below for a list of policy violations.

Documents used for this report were the Personnel Policies and Procedures Manual for Town of Gilmanton Revised Date July 1, 2019.

Also used was Town of Gilmanton Employee Complaint Policy. END OF REPORT.

Policies Violated by Matthew Abraham (page 1 of 1)

Matthew – Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Tested positive for marijuana) SUSTAINED

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Matthew admitted to using marijuana at work.) SUSTAINED

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Matthew admitted to keeping marijuana in work freezer.) SUSTAINED

Standards of Conduct (page 48) Dishonesty – Did he lie during this internal? NOT SUSTAINED

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. (Admitted to smoking a joint under trailer at work.) SUSTAINED

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. (Matthew admitted to smoking marijuana at work.) SUSTAINED

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. (Matthew admitted to storing marijuana in freezer at work.) SUSTAINED

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. [REDACTED] .) SUSTAINED

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. [REDACTED] . SUSTAINED

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. (Matthew admitted to smoking marijuana daily including on his way to work.) SUSTAINED

Conflict of Interest (page 45) – “Receiving any gifts or favors in any amount or value from members of the public, or from any Town vendors, suppliers or professional associations.” (Matthew admitted to taking money from a local contractor as a gift.) SUSTAINED

Policies Violated by Ron Nason (page 1 of 1)

Failure to Report (page 12) – “Supervisors and managers who become aware of discriminatory or harassing conduct... must report the conduct and or complain immediately to the Town Administrator or the Board of Selectmen, regardless of whether the subject or victim of such sexual harassment has made a complaint to the supervisor.” (Ron didn’t report anything to TA or BOS) **SUSTAINED**

Sexual Harassment (Page 11) “Sexual jokes, anecdotes, or stories written or oral references to sexual conduct, gossip regarding one’s sex life” (Ron telling Matthew to lick [REDACTED] cunt.) **NOT SUSTAINED**

Standards of Conduct (page 48) Employee Relations – “Using abusive or profane language to another employee.” (Ron telling Matthew to lick [REDACTED] cunt.) **NOT SUSTAINED**

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Tested positive for marijuana while at work.) **SUSTAINED**

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. Ron admitted to using marijuana at work 10 years ago.) **SUSTAINED**

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Being part of keeping marijuana in work freezer.) **SUSTAINED**

Standards of Conduct (page 48) Dishonesty – Did he speak with others after being told not to discuss this internal. (Ron admitted to talking about this investigation with Kim.) **SUSTAINED**

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town. (Ron admitted that he smokes marijuana regularly.) **SUSTAINED**

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town. (Ron admitted that he found drugs and drug paraphernalia in the freezer of Transfer Station and failed to notify Police.) **SUSTAINED**

Conflict of Interest (page 45) – “Receiving any gifts or favors in any amount or value from members of the public, or from any Town vendors, suppliers or professional associations.” (Taking money from a local contractor as a gift.) **NOT SUSTAINED**

Conflict of Interest (page 45) – “Receiving any gifts or favors in any amount or value from members of the public, or from any Town vendors, suppliers or professional associations.” (Ron admitted to taking scratch tickets, and alcohol from residents while working at the Transfer Station.) **SUSTAINED**

Employee complaint Policy – Section III-I and Section III-I-6– “Failure to participate in the investigation will result in further disciplinary action up to and including, termination” (Ron refused to submit to the polygraph) **SUSTAINED**

Policies Violated by Kim Boutsianis (page 1 of 2)

Sexual Harassment (page 10) "Employees are prohibited from bringing into the workplace or otherwise displaying any written material or pictures that are sexually suggesting or offensive in nature" (Showing nude pictures/videos of herself or others.) **SUSTAINED**

Sexual Harassment (page 11) "Sexual jokes, anecdotes, or stories written or oral references to sexual conduct, gossip regarding one's sex life" (Kim telling stories about her sex life to Ron. Example "Last night I got fucked for an hour and a half.") **SUSTAINED**

Sexual Harassment (page 11) "Sexual jokes, anecdotes, or stories written or oral references to sexual conduct, gossip regarding one's sex life" (Kim telling Matthew to pull down [REDACTED] underwear and lick her vagina.) **NOT SUSTAINED**

Sexual Harassment (page 11) Discussion of one's sexual activities. (Kim talking to Ron about her doing threesomes and foursomes.) **SUSTAINED**

Standards of Conduct (page 48) Employee Relations – "Using abusive or profane language to another employee." (Kim telling Matthew to pull down [REDACTED] underwear and lick her vagina.) **NOT SUSTAINED**

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Tested positive for marijuana while at work.) **SUSTAINED**

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town. (Later admitted to THC gummies nightly as an employee of the Town.) **SUSTAINED**

Standards of Conduct (page 48) Intoxicants – Possessing, or using illegal drugs on Town property or being under the influence of or testing positive for these substances during working hours. (Admitted to using marijuana at work, keeping marijuana in work freezer.) **SUSTAINED**

Alcohol and Drug Policy – (page 55) – If any employee is involved in drug misconduct (including the use or possession of illegal drugs) on Town Premises or while working for the Town, the Town will report the incident to law enforcement. (Kim admitted that she smoked marijuana on New Year's Eve while employed by the Town of Gilmanton) **SUSTAINED**

Conflict of Interest (page 45) – "Receiving any gifts or favors in any amount or value from members of the public, or from any Town vendors, suppliers or professional associations." (Kim admitted to taking money and scratch tickets from residents.) **SUSTAINED**

Standards of Conduct (page 48) Dishonesty – (Kim lied to Chief Currier about never using drugs, then later said she had smoked marijuana at a New Year's Eve Party.) **SUSTAINED**

Standards of Conduct (page 48) Dishonesty – (Kim lied to Chief Currier about never using drugs while at work, then later lied again to Lt. Flanders, before finally admitting she had smoked marijuana at work.) **SUSTAINED**

Policies Violated by Kim Boutsianis (Page 2 of 2)

Standards of Conduct (page 48) Dishonesty – (Kim lied to Chief Currier about never having seen drugs on an employee at work. She finally told Lt. Flanders that both she and Matthew had possessed marijuana at work.) **SUSTAINED**

Standards of Conduct (page 48) Dishonesty – (Kim lied to Lt. Flanders about speaking to Ron about this investigation, then later told the truth that she had talked to him after being ordered not to.) **SUSTAINED**

Employee complaint Policy – Section III-H – “Employees who are the subject of an internal investigation will be advised by the investigator that they must answer truthfully all questions...” (Kim lied on several occasions throughout the investigation both to Chief Currier and to Lt. Flanders.) **SUSTAINED**

TOWN HALL