Town of Rowley

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BOARD OF SELECTMEN
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Via Email: rafrpd20@gmail.com; j.raffi@rowleypolice.com

July 27, 2023
Mr. John Raffi, President
MCOP, Local 360

Re: July 9, 2023 letter to Board of Selectmen

Dear Mr. Raffi:

I am writing on behalf of the Board of Selectmen in response to the Union's July 9, 2023 letter in which you advised that "a majority of the union body has voted that we have lost faith and confidence in Chief Scott Dumas' ability to lead the department." In support of this statement, you provided only a generalized list of conclusory allegations against the Chief, along with an expression of concern over officer safety "due to an unprecedented amount of order ins and day off denials due to lack of manpower."

First, the Police Chief does not have control over the number of positions that are ultimately funded for the Police Department. Over the years, the Chief has made efforts to increase the staffing in the Department and the current fiscal year was no different. As is the case in many police departments across the Commonwealth, however, labor shortages, the POST certification impacts on the number of part-time officers and other uncontrollable factors have impacted the Town's ability to staff the Department in the same manner in which it has in the past. While order-ins and time off cancellations are sometimes an unfortunate side effect of such conditions, the purpose behind such actions are, as you know, grounded in safety concerns themselves, i.e. making sure that an adequate number of officers are staffing each shift.

As for the remaining assertions in the Union's letter, the Board does not wish to engage in a back and forth with the Union on these generalizations. The Board does wish to point out, however, that during the time that Chief Dumas has been leading the Rowley Police Department, the Department has maintained its accredited status, has regularly operated within its annual operating budget and has seen the implementation of body cameras and other important public safety initiatives that have helped the Department advance itself forward. The fact that the Union took the step of sending its letter without first attempting to meet with the Chief to discuss its concerns also speaks volumes.

In short, this letter shall serve as confirmation of the Board's continuing confidence in Chief Dumas' ability to effectively manage and lead the Rowley Police Department.

Sincerely,
Deborah Eagan
Deborah Eagan
Town Administrator