



**Matthews & Matthews, LLC
Confidential Investigation
Town of Mansfield, MA
July 12, 2022**

I. Background Information

On June 7, 2022, Matthews & Matthews, LLC was retained by Mr. Kevin Dumas, Town Manager, on behalf of the Town of Mansfield, Massachusetts. Mr. Dumas asked Matthews & Matthews to investigate a document that was provided to the Town by a producer from the media outlet NBC10 Boston. This document is a letter which appears to be authored by Sergeant Robert Pierce of the Mansfield Police Department regarding an alleged incident involving Chief Ronald Sellon which occurred in 2015. A copy of the letter is included in this report. (Attachment A – Copy of letter dated October 20, 2015, signed by Sgt. Robert Pierce)

Matthews & Matthews was also advised by the Town Manager that an “employee relations file” was recently discovered which contained an unsigned document referencing Chief Ronald Sellon and potential information about the 2015 letter authored by Sgt. Pierce. Matthews & Matthews was further advised by Mr. Dumas that it is believed the author of the unsigned document is [REDACTED]
[REDACTED]

Both the letter written by Sgt. Pierce and the unsigned document located in the Human Resources (HR) file were provided to Matthews & Matthews’ investigators. Upon review, the Human Resources documents appear to be 4 pages of both typed and handwritten notes. The cover sheet entitled “Employee Relations Issue” identifies the reporting employee as Lieutenant Frank Archer and is dated August 25, 2015. Written on the form are four dates and the names of several department members which appear to indicate when these officers met with [REDACTED]. A copy of the 4 pages of HR documents are included in this report (Attachment B – Copy of handwritten and typed notes believed to be from [REDACTED] [REDACTED])

The remaining pages of the documents provided to Matthews & Matthews are typewritten notes separated into paragraphs by dates. These paragraphs reflect meetings with [REDACTED] and supervisory members of the department, including Lt. Archer, Lt. Juda, and Lt. Thompson. One paragraph, dated 9-11-15, is believed to be incorrectly dated as it reflects conversations about an altercation between Detective Wright and Chief Sellon which did

not occur until October 2015. A copy of the documents provided to Matthews & Matthews from the Human Resources file are included in this report ([Attachment C – Copy of documents from the Human Resources File regarding Mansfield PD Officers and Chief Sellon](#))

In furtherance of this investigation, Matthews & Matthews' investigators interviewed members of the Mansfield Police Department and other town employees. The following is a list of the individuals interviewed during the course of this investigation.

<u>Name</u>	<u>Date of Interview</u>
Detective Kenneth Wright	June 13, 2022
Lieutenant Francis Archer	June 13, 2022
Sgt. Robert Pierce	June 15, 2022
Former MPD Lt. Tracey Juda	June 18, 2022
[REDACTED]	June 18, 2022

II. Summary of Interviews

Summary of Interview of Detective Kenneth Wright – June 13, 2022

On June 13, 2022, investigators from Matthews & Matthews conducted an interview of Mansfield Police Detective Kenneth Wright. The interview was conducted in a conference room in the Mansfield Town Hall. Detective Wright agreed to have the interview audio recorded. A transcript of the interview is included in this report ([Attachment D – Transcript of Interview of Detective Kenneth Wright, June 13, 2022](#))

Detective (Det.) Wright stated he has been a member of the Mansfield Police Department for the past 22 years. He is currently assigned to the Department's investigative division. Det. Wright stated that in August 2015, he wrote a letter to Mansfield Chief Ronald Sellon regarding a request for consideration for educational incentive pay as part of the collective bargaining benefits Department members were entitled to. Det. Wright stated following his submission, he scheduled a meeting with Chief Sellon in October 2015 to discuss his request. On October 20, 2015, Chief Sellon met with Det. Wright in the detective's office to discuss the matter. (Note: In 2015, the Mansfield Police station was located at 50 West Street, Mansfield, MA.) A copy of Det. Wright's letter to Chief Sellon is included in this report. ([Attachment E – Copy of Detective Wright's letter of August 2015 to Chief Sellon regarding educational incentive pay](#))

Det. Wright stated the Chief provided him with a letter, dated October 20, 2015, denying his request for the 10% educational pay increase. A copy of Chief Sellon's letter to Det. Wright is included in this report ([Attachment F – Copy of Chief Sellon's letter to Det. Wright dated October 20, 2015](#))

Det. Wright stated the Chief advised him at the outset of the meeting that he (Sellon) had been very busy and had actually only reviewed Det. Wright's request for "15 minutes" prior to their meeting. Det. Wright stated he was upset by Chief Sellon's statement, knowing that Det. Wright had submitted his request several months prior. Det. Wright said the conversation became heated and both he and Chief Sellon were upset. He said Chief Sellon stood up and pushed a chair across the room as he attempted to leave. Det. Wright said he remarked to the Chief, "Well, that was real fuckin' mature" which Det. Wright believed angered the Chief further. Det. Wright said the Chief slammed open the door from the detective's office leading into the small interview room. Det. Wright said he followed Chief Sellon out of the room into the hallway and remarked, "What is your problem here?" (p.3)

Det. Wright stated Chief Sellon continued to walk down the hall towards the Roll Call room and stopped in front of the open door to the Roll Call room, which was occupied with officers preparing for their shift (4PM -12A). Det. Wright stated Chief Sellon said words to the effect, "That's right, I didn't make Ken Wright happy again." Det. Wright said Chief Sellon then continued to walk away. Det. Wright said he went down the hall and spoke with the shift commander at the time, Lt. Tracey Juda. (P. 4)

Det. Wright stated the following day, the Chief asked him to come to his office. Det. Wright complied and brought his union representative with him. Det. Wright said he and Chief Sellon had a good conversation and the Chief offered to assign Det. Wright to a position or shift that might be more beneficial for him.

Det. Wright stated he recalled having a conversation with Lt. Juda about what had happened. He added he does not recall which officers were in the Roll Call room when Chief Sellon made his statement outside the open door.

Det. Wright was asked if there was any damage done to the interview room wall during this incident. He stated, "There was damage to the wall in the interview room when -- when I said that to him and he slammed the door as he was going out, the -- the doorknob went into the wall." (p.13)

Det. Wright stated he observed the damage to the wall and said he does not believe the damage was ever repaired prior to the transition to the new police station.

Det. Wright said he put the incident behind him and moved on. He said he believes Lt. Juda may have spoken to the Human Resources department regarding the incident, but he never received any follow up and he was not looking for a response.

Summary of Interview of Lieutenant Frank Archer – June 13, 2022

On June 13, 2022, Matthews & Matthews' investigators conducted an interview of Lt. Frank Archer of the Mansfield Police Department. The interview was held in a conference

room in the Town Hall in Mansfield, MA. The interview was audio recorded with the permission of Lt. Archer. A transcript of the interview is included in this report. (Attachment G – Transcript of Interview of Lieutenant Frank Archer, June 13, 2022)

Lt. Archer was advised that Matthews & Matthews was provided with documents from the Town regarding a possible meeting that Lt. Archer had with [REDACTED] [REDACTED]. Lt. Archer stated he believed he was advised of a meeting that both Lt. Tracey Juda and Lt. Sam Thompson had with [REDACTED] which occurred on or about 7/28/15. Lt. Archer stated he was away on vacation when he was first notified of the meeting and he was advised that upon his return, a meeting would be held between Lt. Archer and [REDACTED]

Lt. Archer stated he was aware that Lt. Juda and Lt. Thompson were seeking the assistance of [REDACTED] in addressing their increasing concerns regarding the behavior and actions of Chief Ron Sellon. Lt. Archer added, "I believe at the time, the tone and tenor of the department w-- in relation to Ronny was that he, uh, he was out of control and he had some behavioral issues. And the display in question that I believe led to them going over -- again, this is a while ago - uh, was done very publicly, in front of officers and roll call." (p. 3) Lt. Archer said there were also discussions "among the troops" of issuing a "no confidence" vote against Chief Sellon at that time.

Lt. Archer stated he was not present when the incident between Chief Sellon and Det. Wright occurred. He said he recalled Lt. Juda was irate that the incident occurred in front of officers in roll call and he believed Lt. Juda ordered Sgt. Robert Pierce, who was conducting roll call at the time, to document what occurred.

Lt. Archer stated he did not have anything to do with the follow-up regarding what had occurred between Chief Sellon and Det. Wright. He said he believed there was some talk about Chief Sellon being ordered to attend an [REDACTED] but he was not sure if that happened.

Lt. Archer was provided with the HR document which is believed to have been authored by [REDACTED]. Lt. Archer reviewed the notes and stated several of the entries reflect meetings he was not present for. He said he was present for the meeting that is dated September 11, 2015. Lt. Archer said the notations in the document are accurate. He said he specifically recalls talking with [REDACTED] about the concerns each of the Lieutenants had about possible retaliation by the Chief.

Lt. Archer stated he recalled other incidents involving Chief Sellon's behavior that also occurred around the same time in 2015. Lt. Archer said he recalled working an event at the Xfinity Center in Mansfield with Chief Sellon. He said he had a conversation with Chief Sellon about the ongoing contract negotiation involving the department's Lieutenants. Lt. Archer said Chief Sellon "threw a fit" and stormed out of the roll call area. Lt. Archer said as the Chief exited, "He punched a gate and screamed something and then entered his car and left the detail." (p. 20) Lt. Archer said there was a second incident which he was not present for around the same time which involved Chief Sellon openly disparaging

another member of the department in front of officers during another Xfinity roll call. Lt. Archer said he learned Lt. Sam Thompson advised the Chief that it was not appropriate to speak about another officer in that way. Lt. Archer said he was told Chief Sellon verbally admonished Lt. Thompson in front of the other officers present, as well as [REDACTED] who was working as a high school intern for the police department at the time.

Lt. Archer stated the concerns he and the other lieutenants had with Chief Sellon's behavior continued for some time. He said he had several conversations with [REDACTED] about these concerns and [REDACTED] said [REDACTED] would handle it. Lt. Archer said he recalls [REDACTED] saying, "I will fire him (Sellon)...I've fired Chiefs before." (p. 33)

Lt. Archer stated the current issues with Chief Sellon and the behaviors he now exhibits have not always been the case. He said things were good when Chief Sellon first took over as Chief. He said there was a slow change in his approach to handling people over the last 4 plus years that has caused the issues and concerns of today. Lt Archer explained some of the behaviors of the Chief. "Eleven o'clock at night, sending a text about something he read and what he wants to do. Six o'clock in the morning, there was no off switch for him. And you could see that - you could see he was -- he was flaming out. It was coming. You could see it. You could see it. So, it's - where we are today is undoubtedly a -- you know, a -- result of all of that, thrown in that pressure cooker." (p. 40) Lt. Archer added, "So -- but, behavioral-wise, treating people- wise, there were signs early on back to 2015 that there's something wrong...there's something not right." (p. 41)

Lt. Archer was asked if he was aware that as a result of the altercation between Chief Sellon and Det. Wright there was some damage done to a wall inside the station. Lt. Archer stated he was aware of the damage but did not witness the event. He stated, "I know there was something thrown into a wall and damage to the wall." Lt. Archer said he believes he contacted [REDACTED] with the [REDACTED] to have the damaged wall repaired. He added he believes [REDACTED], who works for the town, actually did the repairs.

Summary of Interview of Sergeant Robert Pierce – June 15, 2022

On June 15, 2022, investigators from Matthews & Matthews conducted an interview of Sgt. Robert Pierce of the Mansfield Police Department. The interview was held in a conference room in the Mansfield Town Hall. The interview was audio recorded with the permission of Sgt. Pierce. A transcript of the interview is included in this report ([Attachment H – Transcript of Interview of Sergeant Robert Pierce, June 15, 2022](#))

Sgt. Pierce was advised there was a document attributed to him from 2015 regarding a situation with Chief Ron Sellon that investigators wished to discuss. Sgt. Pierce was advised that a letter, addressed *To whom it may concern*, which appears to have been written on October 20, 2015, was signed by Sgt. Pierce. Sgt. Pierce was shown this document and he confirmed he wrote the letter on October 20, 2015. Sgt. Pierce was

asked if he had a memory of an event happening between Chief Sellon and Det. Wright as described in the letter. Sgt. Pierce said yes.

Sgt. Pierce stated he recalled he was conducting roll call for the start of the 4PM – 12AM shift in the roll call room. He said he heard a commotion outside of the room which sounded like something slamming. He said he then saw the Chief approach from the hallway and stop near the roll call room. Sgt. Pierce said he heard Chief Sellon say, “Fuck you...yeah...fuck you.” Sgt. Pierce said he could not hear what Det. Wright was saying back to Chief Sellon from the hallway. Sgt. Pierce said he observed Chief Sellon stop just outside the roll call room door and said, “Hey...I didn’t give Kenny Wright enough again.” Sgt. Pierce said the Chief’s remarks were addressed to the officers in the roll call room. Sgt. Pierce said he recalls Det. Wright saying something like, “I don’t appreciate you saying that...or you talking to me like that...now I see where I stand with you.” Sgt. Pierce stated both Chief Sellon and Det. Wright were yelling at each other at the time. (p. 3)

Sgt. Pierce stated he specifically recalls having his back to the wall where the roll call doorway is and looking back to his left and seeing Chief Sellon in the hallway just outside the open door. Sgt. Pierce said he believes following Chief Sellon’s statement outside the roll call room, he continued down the hallway. He said he believes Det. Wright made his way back to the detective’s office.

Sgt. Pierce was asked about the loud bang he described at the beginning of the incident between Chief Sellon and Det. Wright. Sgt. Pierce said he was told after the fact that it was a chair striking the wall. Sgt. Pierce said he eventually observed the damage to the wall and stated there was a hole there. Sgt. Pierce said he did not have any further conversations with either Chief Sellon or Det. Wright about the incident.

Sgt. Pierce was asked about any conversation he had with Lt. Juda at the time. He said, “Lt. Juda came down. Uh, she wasn’t happy about what went on in the incident. Uh, she had told me that she was gonna be going to Town Hall, and she asked me to write a to/from, ‘cause I was in charge of the shift, about, you know, what we had heard from roll call.” (p. 9)

Sgt. Pierce said he submitted his letter as ordered by Lt. Juda and did not hear anything further about it. Sgt. Pierce was asked if he spoke to any of the other officers who were in the roll call room during the incident. He said he did and a few of them were a little alarmed about what had occurred.

In conclusion, Sgt. Pierce said he has never spoken to Chief Sellon about the incident and is unaware what if anything happened with it.

Summary of Interview of Former Lieutenant Tracey Juda – June 18, 2022

On June 18, 2022, investigators from Matthews & Matthews conducted an interview of former Mansfield Police Lieutenant Tracey Juda. Lt. Juda was interviewed in a conference

room located in the Town Hall in Mansfield, MA. The interview was audio recorded with the permission of Lt. Juda. A copy of the transcript of the interview is included in this report. (Attachment I – Transcript of Interview of Former Lieutenant Tracey Juda, June 18, 2022)

Lt. Juda stated she retired from the Mansfield PD in 2017. She held the position as the Operations Lieutenant for the Department. Lt. Juda was asked to describe the atmosphere in the department and her dealings with Chief Sellon at the time. Lt. Juda said things were both good and bad under Chief Sellon. She said Chief Sellon would often “shoot from zero to sixty very quickly and become very angry.” She said the Chief would “use profanity and resort to name calling – a lot of which were sent through emails and text messages at all hours of the night, and if you didn’t have your phone on – you would hear about it the next day.” Lt. Juda said she was frequently the subject of these text messages. She added Chief Sellon would use the term “fat fuck” to describe someone. She said, “It was one of his favorite terms.” Lt. Juda said, “I’m not exactly slim...so I took offense to it.” (p. 5)

Lt. Juda stated she became frustrated with the Chief’s behavior and she decided to go to [REDACTED], [REDACTED]. She said she tried to talk to the Chief directly on several occasions. She said she recalls a particular conversation she had with the Chief when she was working the “Tip-a-Cop” program at Patriot’s Place. She said she spoke to the Chief over the phone and told him, “You can’t do this...this has to stop. We went through twenty years of you know what – but this is worse. You gotta get help, you gotta do something.” Lt. Juda said Chief Sellon would listen and say, “I know...I know.” (p. 7)

Lt. Juda was shown the document supplied to Matthews & Matthews from the Town’s HR department which appears to be the typewritten notes of [REDACTED]. (Reference Attachment C) Lt. Juda noted the paragraph dated 7-28-15 was accurate. She said she did request a meeting with [REDACTED] and it was in response to the Chief’s “daily snapping.” Lt. Juda said the Chief was trying to implement too many programs at once and there was no buy in from the officers.

Lt. Juda was asked about any incidents she recalled where Chief Sellon had punched something. She said she recalled one incident when Chief Sellon was a patrolman. She said Patrolman Sellon became angry over what particular charges were going to be brought against a man he had arrested. Lt. Juda said Patrolman Sellon disagreed with Lt. Juda and stormed off and as he left, he punched a brick wall inside the station. Lt. Juda said she is unaware whether Patrolman Sellon hurt himself or not.

Lt. Juda was asked to view the letter which was authored by Sgt. Robert Pierce on October 20, 2015. She said she was familiar with the letter. She said she recalled on that date she was in her office in the old police station when she heard screaming from down the hallway. She said she heard Chief Sellon yelling, “Fuck you...fuck you...” she said she also heard a door slam. She said she exited her office and observed both Chief Sellon and Det. Ken Wright in the hallway. She said she also heard Chief Sellon state, “I screwed Kenny Wright again or something like that.” Lt. Juda said she brought Det. Wright into

her office and spoke to him and then she went down to the roll call room and spoke to Sgt. Pierce and told him to write a letter about what he heard and what he saw. (p.23)

Lt. Juda said when she spoke to Det. Wright, he was upset. She said Det. Wright advised her that a chair was thrown by Chief Sellon while they were in the room. Lt. Juda stated she recalled seeing the damage to the wall in the small interview room located next to the detective's office.

Lt. Juda stated upon receiving the letter from Sgt. Pierce, she believes she spoke with Lt. Thompson about the incident and she believes Lt. Thompson was home at the time.

Investigators addressed the paragraph in [REDACTED] letter dated 9/11/15 with Lt. Juda. She said the content of the paragraph was accurate. This paragraph details a meeting between Lt. Juda, Lt. Frank Archer, Lt. Sam Thompson, [REDACTED], and [REDACTED]. Lt. Juda was asked if she believed the date of 9/11/15 was accurate given their discussion about the "chair incident" which did not occur until October 20, 2015. Lt. Juda confirmed the incident between Chief Sellon and Det. Wright had already occurred when all five people listed above met, so the date of 9/11/15 as listed by [REDACTED] was not accurate.

Lt. Juda read the paragraph and stated, "We definitely used that word hostile." (p.33) Lt. Juda stated she was unaware of any meeting between [REDACTED] and Chief Sellon following the meeting between the five participants above.

The final paragraph of [REDACTED] letter is dated 12/09/16. Lt. Juda said she recalled this meeting between her, Lt. Archer, and [REDACTED]. Lt. Juda stated the information in the paragraph is accurate. In this final paragraph, [REDACTED] wrote, "Lt. Juda is retiring early because she can't take it anymore." Lt. Juda was asked if this statement was accurate. She said, "So when I was talking to them, for lack of a better word, I kind of lost it. I just said I can't take it anymore." (p. 36) At this point in the interview, Lt. Juda became emotional and said, "This brings back a lot of shit." Lt. Juda said she felt Chief Sellon was treating Lt. Thompson like shit. She added she believed Chief Sellon wanted to get rid of the "Three Amigos" whom she identified as her, Lt. Archer, and Lt. Thompson.

Lt. Juda stated she believes Chief Sellon's dislike for Lt. Thompson started over an email Lt. Thompson sent to the Chief which possibly included a "swear word". Lt. Juda stated Chief Sellon wanted Lt. Thompson to undergo [REDACTED]. Lt. Juda believed this was the Chief's choice because of the knowledge the Chief had of the facility through Chief Sellon's FBI academy contacts. Lt. Juda stated Lt. Thompson wanted to go to [REDACTED].

Lt. Juda said the strain [REDACTED]. She added, "It was basically sucking the life out of me." (p. 42) Lt. Juda stated she decided the best thing

██████████ was to retire. (p.

Lt. Juda said she recalled there was a false accusation regarding a ██████████ ██████████ reportedly at Lt. Sam Thompson's home. She said she was at Lt. Thompson's home at a social gathering on the evening it was alleged to have happened and that nothing occurred. She remarked how the story was blown out of proportion and resulted in ██████████ for Lt. Thompson. Lt. Juda said she ultimately signed an affidavit denying any such event took place.

Lt. Juda readdressed the time she spoke to Chief Sellon following the incident involving Det. Ken Wright. She said she spoke to the Chief for a long time and recalls him saying, "I have too much on my plate." Lt. Juda said she told the Chief that everyone has a lot on their plate, and told him, "But we aren't throwing shit through walls." She added she told the Chief, "You are treating these people like crap...and you have to stop." (p.53)

Summary of Interview of ██████████ June 18, 2022

On June 18, 2022, investigators from Matthews & Matthews met with ██████████ of the ██████████. The interview was conducted at the former Mansfield Police Station located at 50 West Street, Mansfield, MA. ██████████ assisted investigators in touring the now closed facility. ██████████ was asked if ██████████ recalled repairing a wall located inside the interview room adjacent to the detective's office in 2015. ██████████ said he does recall fixing the wall. ██████████ said ██████████ believes ██████████ just happened to see the damage and ██████████ repaired it.

██████████ showed investigators the area in the room where ██████████ repaired the damage. Photos of the repair were taken and are included in this report ([Attachment J – Photos of the wall located inside the former Mansfield Police station's interview room](#)). It should be noted the damage appears to be consistent with the positioning of the door handle striking the wall as stated by Det. Wright.

Written Questions Provided to Chief Ronald Sellon

On June 30, 2022, Matthews & Matthews' investigators provided Chief Sellon, through his Attorney, Ms. Beth Myers, a list of written questions. These questions pertain to the incident involving Chief Sellon and Det. Wright on October 20, 2015, and information provided to investigators by Lt. Juda during her interview. A copy of the questions provided to Chief Sellon are included in this report ([Attachment K – Matthews & Matthews Written Questions to Chief Sellon – June 30, 2022](#))

On July 7, 2022, Attorney Myers provided Chief Sellon's responses to these questions. A copy of Chief Sellon's responses are included in this report ([Attachment L – Written Responses from Chief Sellon – July 7, 2022](#))

In his responses, Chief Sellon addressed the incident between him and Det. Wright on October 20, 2015. Chief Sellon stated after Det. Wright became emotional and began swearing at the Chief, he (Sellon) said he stood up to leave the room and tripped over a chair and fell to the floor. Investigators note this narrative is inconsistent with Det. Wright's memory of the events.

On July 8, 2022, investigators conducted a second interview of Det. Wright via telephone to clarify this issue. Det. Wright was asked if he had any memory of Chief Sellon tripping on a chair and falling to the floor as he exited the detective's room. Det. Wright stated he had no memory of the Chief falling down during the incident.

Chief Sellon acknowledged both he and Det. Wright were swearing at each other both inside the detective's room and out in the hallway. Chief Sellon did not include any information about possible statements he made outside the roll call room.

Chief Sellon stated in his response he had a conversation with [REDACTED] about what occurred between him and Det. Wright. Chief Sellon recalls [REDACTED] asking the Chief if he (Sellon) felt that either Det. Wright or Chief Sellon "needed to go talk to someone." Chief Sellon stated he told [REDACTED] it was not necessary to speak with anyone.

Chief Sellon was asked in the questions supplied if he frequently used the term "fat fuck" in describing members of the Mansfield Police department. He was asked if, in particular, he used this term in front of former Lt. Tracey Juda. Chief Sellon replied he cannot say he has never used that term in a joking manner with other members of the department. He stated he did not specifically recall if Lt. Juda was present on one of these occasions.

Chief Sellon denied becoming enraged during 2015 over matters involving departmental personnel and policy issues. He acknowledged being frustrated and upset at times. He denied sending Lt. Juda text messages that were abusive and profanity laced.

Chief Sellon stated he has no memory of Lt. Juda coming to him in 2015 about his behavior. He described deficiencies in Lt. Juda's work and noted he found incomplete assignments in her desk after her retirement. Chief Sellon also noted two incidents in which Lt. Juda failed to properly follow up on complaints regarding members of the Mansfield Police Department.

Chief Sellon was asked about conversations he had with [REDACTED] in 2015 regarding his (Chief Sellon's) behavior, and [REDACTED] feeling that Chief Sellon needed to seek [REDACTED]. Chief Sellon replied he recalls only speaking to [REDACTED] about the [REDACTED] of another officer, Lt. Sam Thompson. Chief Sellon added that if such a conversation between [REDACTED] and the Chief occurred about the Chief's [REDACTED] he (Sellon) would have required any such directive to have been documented.

Chief Sellon was asked if, in 2015, he advised [REDACTED] he was [REDACTED] [REDACTED], [REDACTED]. Chief Sellon replied he believes he may have mentioned [REDACTED] periodically. He stated he may have mentioned [REDACTED] [REDACTED]

III. Findings

- On or about October 20, 2015, Chief Ronald Sellon held a meeting with Det. Kenneth Wright inside the detective's office at the Mansfield Police station.
- Chief Sellon and Det. Wright exchanged profanity during the meeting as the argument became heated.
- Chief Sellon ended the meeting by exiting the detective's office through a doorway into a small interview room which led out to the main hallway.
- Chief Sellon threw a chair and then pushed open the interior door, causing the door handle on the inside to strike the wall. Investigators were told by other witnesses they believed Chief Sellon threw a chair which caused the damage to the wall.
- Chief Sellon and Det. Wright continued to exchange comments while inside the main hallway. Chief Sellon was overheard by witnesses to say "Fuck you...fuck you" to Det. Wright. These witnesses include Sgt. Pierce and Lt. Juda.
- Chief Sellon walked a short distance down the hall and stopped outside the roll call room which was occupied by the 4 PM – 12 AM officers preparing for their shift.
- Sgt. Robert Pierce was conducting roll call for the shift and heard both a loud bang and the verbal exchange between Chief Sellon and Det. Wright.
- Chief Sellon stopped outside the open door to the roll call room and was overheard saying words to the effect, "I guess I didn't give Kenny Wright enough again." This statement was heard by Det. Wright and overheard by Sgt. Pierce and Lt. Juda.
- Lt. Tracey Juda was inside her operations office during this heated exchange. She exited her office and heard Chief Sellon make the aforementioned statements. Lt. Juda spoke to Det. Wright and also spoke with Sgt. Pierce in the roll call room regarding the incident with the Chief.
- Lt. Juda ordered Sgt. Pierce to write a letter detailing what he heard and observed outside the roll call room. Sgt. Pierce complied and submitted his letter on October 20, 2015.

- Lt. Juda retained the letter authored by Sgt. Pierce and later shared it with Lt. Thompson and [REDACTED], [REDACTED].
- Lt. Juda, along with other members of the command staff, participated in meetings with the [REDACTED], [REDACTED], on several dates. [REDACTED] also participated in some of these meetings. The focus of the meetings between the Lieutenants and [REDACTED] [REDACTED] was to address the behavior of Chief Ron Sellon and his treatment of departmental employees.
- Lt. Juda detailed a pattern of concerning behavior exhibited by Chief Sellon throughout the 2015 calendar year. Lt. Juda described Chief Sellon's actions to include profanity laced, angry text messages sent at all hours of the day and night.
- Chief Sellon's actions and treatment of Mansfield PD members in 2015 are consistent with similar complaints filed in 2021 by Deputy Chief Michael Ellsworth. Deputy Chief Ellsworth's complaint included allegations of harassing, abusive, and bullying behavior by Chief Sellon.
- Chief Sellon responded to a series of written questions provided to him through his attorney. The Chief's responses were noticeably vague regarding details of the incident between him and Det. Wright.
- Chief Sellon's memory was lacking as to specific conversations and events from 2015 related to the information provided by Lt. Tracey Juda.

IV Conclusions

As a result of the investigation conducted to date, investigators from Matthews & Matthews have come to the following conclusions based upon interviews with individuals involved in the allegations, as well as a review of relevant documents. The findings and conclusions presented in this report are based upon the preponderance of the evidence standard.

- It is the conclusion of Matthews & Matthews' investigators, based upon the preponderance of the evidence, that the allegation of Chief Sellon conducting himself in an unprofessional and unbecoming manner when he became involved in a heated argument with a subordinate, Det. Wright, on October 20, 2015 is sustained. Matthews & Matthews concludes Chief Sellon yelled "fuck you...fuck you" at Det. Wright in the hallway of the police station outside of the roll call room which was occupied by Sgt. Robert Pierce and other officers preparing for roll call. It is also concluded Chief Sellon acted in an unprofessional and unbecoming manner when he belittled Det. Wright by saying something to the effect of "I didn't give Kenny Wright enough again."

- Matthews & Matthews' investigators further conclude, based upon the preponderance of the evidence, that Chief Sellon acted unprofessionally and in an unbecoming manner while engaged in the argument with Det. Wright. It is also concluded that Chief Sellon exited the detective's room and forcefully pushed the door open causing the inside door handle to strike the wall, causing damage. Matthews & Matthews has determined Chief Sellon's conduct was in violation of Mansfield Police Department Rules and Regulations - Standards of Conduct - Rule # 7: Performance of Duty, Section (5) *Conduct Unbecoming an Officer*, and Standards of Conduct – Rule # 8 - Performance of Duty, Section (6) *Courtesy*.
- It is the conclusion of Matthews & Matthews' investigators, based upon the preponderance of the evidence (statements of Lt. Juda and Lt. Archer), that Chief Sellon exhibited a negative pattern of behavior in 2015, which included loud, angry, outbursts at members of the department. Chief Sellon's behavior also included profanity laced text messages sent to Lt. Juda and other members of the Mansfield Police Department command staff.