



City of Methuen, Massachusetts

OFFICE OF THE MAYOR

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William M. Manzi, III
Mayor

May 7, 2008

Mr. Joseph E. Solomon
Bruce Street
Methuen, MA 01844

RE: Notice of Decision: M.G.L. c. 31, § 41
Disciplinary Hearing: February 19, 2008 through to April 14, 2008

Dear Sir:

On January 31, 2008, you were served, through your legal counsel, by this office with a Notice of Hearing pursuant to the provisions of M.G.L. c. 31, § 41 that a hearing was to be held on February 19, 2008, at 10:00 a.m. at City Hall to determine whether or not there was just cause to take disciplinary action against you including a term of suspension or possible discharge from your duties as Chief of Police for alleged conduct as described in said notice. Pursuant to the same a full hearing commenced on February 19, 2008 and concluded on April 14, 2008. Michael J. Marks, Esq. presided as hearing officer on behalf of the appointing authority pursuant to the provisions of M.G.L. Chapter 31, § 41. You were represented by legal counsel. City Solicitor, Peter J. McQuillan and Atty. David E. Grunebaum represented the appointing authority.

On May 5, 2008, the hearing officer, Michael J. Marks, pursuant to the foregoing statute, reported his findings, in writing, to this office in the form of a Hearing and Recommendation, a complete copy of which has been provided to your legal counsel and a copy of which is attached hereto.

Upon review of the same, I find this report to be a comprehensive, thorough and objective account of what transpired during the course of said hearing. Reference therein is made to witnesses, including yourself, their testimony, the subject matter of that testimony and documents submitted into evidence by both parties.

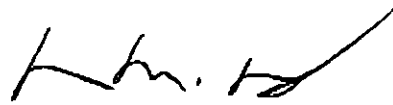
Therefore, based upon the full record of the proceedings, I hereby adopt the findings of fact (commencing on Page 9 of said Report) and the recommendations of the hearing officer with the exception of those findings on Charge Six. Contrary to the recommendations of the hearing officer on that charge, I find that there was sufficient evidence by way of testimony of Walter Flanagan, whose credibility was affirmed by the hearing officer, and Lt. Michael Wnek to establish that a meeting as described in this charge did in fact occur. This determination is predicated upon a review of the transcripts of all witnesses who testified on this issue.

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Further, taking into consideration the reasons contained in my Notice of Hearing dated January 31, 2008 and the affirmation and corroboration of those reasons therein as contained in the Hearing and Recommendation, and all evidence referenced therein, I, as the appointing authority for the City of Methuen, with the exception of those partial findings to the contrary on Charges One, Five and Eight, have determined that just cause does exist for the purposes of imposing disciplinary action against you. Pursuant thereto, I further adopt the recommendation of the hearing officer and hereby *discharge* you from your duties as the Chief of Police of the Methuen Police Department, effective immediately.

By this letter, I am directing the Human Resources Director of the City of Methuen to file a copy hereof with the office of the Personnel Administrator of the Human Resources Division.

Very truly yours,



William M. Manzi, Mayor