

# DOCUMENT 1



## EXECUTIVE SUMMARY

### WAREHAM FIRE DISTRICT INVESTIGATIVE REPORT

SEPTEMBER 10, 2024

#### INTRODUCTION

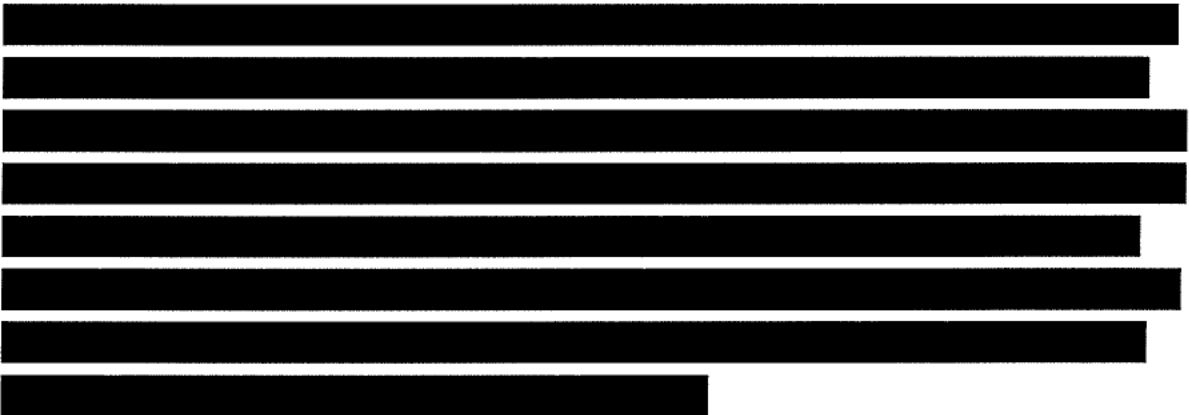
After attempts failed to resolve a June 11, 2024 complaint filed [REDACTED] [REDACTED] against WFD Fire Chief John Kelley, this investigator was hired by the Prudential Committee to conduct an investigation into the complaint. [REDACTED]



The investigator began his work on July 8, 2024, by reviewing written materials, including [REDACTED] [REDACTED]-complaint [REDACTED]

Numerous other documents were reviewed, [REDACTED] [REDACTED]

Beyond written materials, the primary sources of information for the investigation came from interviews with the principals and others who might have information relevant to the inquiry. [REDACTED]



Ground rules for the interviews included notice that, [REDACTED], those interviewed had a duty to fully cooperate and to tell the truth. They were advised to keep the contents of the interview, including questions asked and answers given, confidential. They were advised that the Prudential Committee wanted those who participated in the investigation to feel safe, that they should not retaliate against anyone for participating in the investigation, and if they should feel or believe that they were being retaliated against for participating, they should report those concerns to the Vice Chair of the Prudential Committee immediately. With two exceptions all interviews were recorded by notetaking only. The final interviews [REDACTED] [REDACTED]-were recorded by an audio device.

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### **Early Background**

Before proceeding any further in describing what happened on June 11 and the events that led up to it, it is useful to have some background in the history of the relationship between [REDACTED] [REDACTED]-and Fire Chief John Kelley (hereinafter JK or Chief).

[REDACTED]  
[REDACTED]  
[REDACTED] JK has been a firefighter (FF) with the WFD since 1995. JK [REDACTED] until he was promoted to Chief. JK was promoted from FF to Assistant Chief in Dec. 2014. [REDACTED]  
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**The Complaint**

**Background**

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### **Trying to Sort Out What Happened and Assess the Implications**

#### **Credibility**

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[REDACTED]

[REDACTED]

**Facts Not in Dispute**

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### Facts That Are Disputed or Unresolved

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**ANALYSIS**

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**CONCLUSION**

The investigator concludes that Fire Chief John Kelley did not violate the Wareham Fire Department's Anti-Harassment Policy or create a hostile work environment [REDACTED]

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**The Pre-June 11 Claims**

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**Other Pre-June 11 Complaints**

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**There is no evidence that Chief John Kelley has engaged in in any harassment prohibited by the WFD policy** [REDACTED]

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Respectfully submitted,

Michael Gardner  
Investigator for the Prudential Committee  
Wareham Fire District  
September 10, 2024