



The Commonwealth of Massachusetts
Office of the Inspector General

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Board of Selectmen
Town of Georgetown, Massachusetts

Board of Selectmen
Town of Hamilton, Massachusetts

Board of Selectmen
Town of Wenham, Massachusetts

Dear Selectmen:

Information was received by this office on February 24, 2005 regarding Building Inspector Charles Brett's employment with three municipalities simultaneously. An investigation by this office has determined that Charles Brett, while working as the full-time building inspector for the town of Georgetown, is at the same time working as a part-time building inspector for the towns of Hamilton and Wenham, Massachusetts. Brett is working 40 hours a week for Georgetown, 20 hours a week for Hamilton and between 12 to 15 hours a week in Wenham.

Brett has been employed with Georgetown since August 25, 1995. He is reappointed yearly by the Board of Selectmen. Brett's hours in Georgetown up until the pay period beginning August 14, 2005 were Monday 8:00 a.m. to 4:30 p.m. and 5:00 p.m. to 7:00 p.m.; Tuesday to Thursday 8:00 a.m. to 4:30 p.m. and Friday 8:00 a.m. to 2:00 p.m.. According to Brett's time card for the pay period beginning August 14, 2005, Brett is no longer working 10 hours on Mondays but rather eight and is now working eight hours on Fridays instead of six. The town administrator for Georgetown advised an investigator from this office that since July 1, 2003 town hall has not been open on Mondays from 5:00 p.m. to 7:00 p.m. and has been closed on Fridays. This raises the question about what work Brett actually did on Monday evening and what he does on Fridays. Inquiry by this office on this issue has not yielded a satisfactory response. In addition to salary, Brett receives vacation leave, sick leave, personal leave and legal holidays. His Georgetown salary for 2003 was \$45,753.08 and for 2004 was \$50,218.34.

Brett began working for the town of Hamilton as a part-time employee on October 15, 1998. He was appointed by the Board of Selectmen and is reappointed yearly by this board. He works in Hamilton on Tuesdays and Thursdays for a total of 20 hours a week according to the administrative assistant, inspections department, town of Hamilton. Brett's hours 99 percent of the time are between 10:00 a.m. and 2:00 p.m.. Brett works no weekends except for police or fire emergencies. He does not work nights except if he is called to appear before a Board of Selectmen meeting or Zoning Board of Appeals meeting. His time cards indicate only the total hours worked each week and not the specific hours. In fact, it appears based upon the administrative assistant's information, that Brett may be working closer to eight hours a week rather than the 20 for which he is being paid. Brett's salary is set annually by a Town Meeting vote. He also receives health insurance, sick days, vacation days and personal days. His Hamilton salary for 2003 was \$23,288.58 and for 2004 it was \$23,766.81.

Brett has been the part-time building inspector for the town of Wenham since March 2000. Brett is considered a contract service employee by the town of Wenham and receives no benefits other than salary. He is appointed each year by the Board of Selectmen and this occurs on March 31. He works an average of 12 to 15 hours a week and his hours are Tuesdays and Thursdays from 11:00 a.m. to 1:00 p.m.. He is not required to fill out a time card. Brett on occasion works weekends or on a Monday, Wednesday or Friday if there is a problem or emergency. Brett is also the zoning officer for the town. His Wenham salary for 2003 was \$16,117.78 and for 2004 it was \$16,169.34, according to a document furnished by the treasurer and collector, town of Wenham.

All of this is happening with the knowledge and tacit approval of officials in all three towns. The town of Georgetown is paying Brett while he is working at times in Hamilton and Wenham. Brett is simultaneously being paid by Hamilton and Wenham and is receiving benefits from Hamilton and Georgetown. His gross salary from all three Towns for 2003 was \$85,159.44 and for 2004 his gross salary was \$90,154.49.

Under the current situation, the taxpayers of Georgetown are paying for services that they do not receive. As mentioned above, Mr. Brett is paid by Georgetown while in fact working in Hamilton and Wenham. Moreover, the same problem exists to a lesser extent between Hamilton and Wenham. While it seems that the public officials approve of the fact that Mr. Brett serves as the building inspector in Hamilton on Tuesdays and Thursdays from 10:00 a.m. to 2:00 p.m. and in Wenham on the same days from 11:00 a.m. to 1:00 p.m., the taxpayers who pay for Mr. Brett to be in two places at the same time may not approve. The present situation is grossly inappropriate and unacceptable.

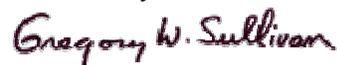
Accordingly, this Office makes the following recommendations:

1. The towns of Georgetown, Hamilton and Wenham should enter into a written inter-municipal agreement regarding any services to be received from Mr. Brett.

2. The agreement should specify the actual hours (not total hours) that Mr. Brett should work for each town. These hours should not overlap and the agreement should ensure that he is not being compensated for travel time among the jurisdictions.
3. The agreement should specify the hourly wage that is to be paid to Mr. Brett while working in each town.
4. The agreement should identify the benefits Mr. Brett is to receive and the amount that each community should contribute to pay for those benefits. Benefits should not overlap.
5. Town officials should require Mr. Brett to submit signed weekly time sheets with actual hours worked. The time sheets should be approved each week by the appropriate supervisory official.
6. Town officials in Georgetown should review the work that was performed by Mr. Brett on Monday evenings after July 1, 2003 and insure that work is actually being performed by Mr. Brett on Fridays. The town has a responsibility going forward to insure that Mr. Brett is actually on the job during the time for which he is receiving payment.

The Inspector General wishes to thank the town managers and their staff for their assistance and cooperation in this matter.

Sincerely,



Gregory W. Sullivan
Inspector General