

Summary of Steps Taken by  
Select Board in Response to  
Allegations Raised Against  
Former Police Chief Ryder

- **October 12, 2021**: The Boxborough Select Board calls an Executive Session with former Police Chief Warren Ryder after a former Police Department employee's allegations were made public on social media.
- **October 18, 2021**: The former Police Chief presents his response to the Board and the public. The Board voted to refer the allegations to the FBI.
- **Late October 2021**: The FBI begins their investigation into the allegations against the Police Department after the referral by the Town Administrator is made.
- **January 2022**: The Select Board puts Chief Ryder on paid administrative leave due to new issues that the Board had become aware of.
- **June 2022**: The Select Board takes more direct action to come to a resolution of the issue of the Chief's employment, including exploring settlement possibilities with the former Chief.

- **July 2022**: The Select Board unanimously votes to hire an investigator and to give Carter Terenzini the authority to find that investigator. Investigator Paul L'Italien is selected and is given a subset of the new issues to investigate.
- **August 19, 2022**: Investigator L'Italien begins working for the Town.
- **February 2023**: The investigation by Investigator L'Italien is completed and there were enough findings to support an Administrative Disciplinary Hearing. The Chair determined the specific allegations against the Chief that were to be sent to him in a "Notice of Executive Session and Termination Hearing" dated February 24, 2023.
- **March 20, 2023**: Executive Session and Termination Hearing scheduled.
- **April 5, 2023**: Settlement Agreement reached between Select Board and former Police Chief Warren Ryder.
- **April 7, 2023**: Last date of employment with the Town of Boxborough for former Police Chief Ryder.