

TOWN OF LINCOLN
BOARD OF SELECTMEN
PRESS RELEASE

On September 16, 2020, the Board of Selectmen received a formal complaint from a town employee against the Town Administrator, Timothy Higgins, alleging Family Medical Leave Act violations and gender discrimination. The Board engaged Town Counsel (KP Law) to advise on the process for carrying out a thorough investigation and subsequently authorized KP Law to hire an independent investigator to fully investigate all allegations made in the complaint. A KP Law attorney with no previous contact with Town of Lincoln business, staff, or officials was appointed to manage the investigation.

KP Law retained Mr. Paul L'Italien, a licensed private investigator in the Commonwealth and retired law enforcement professional with twenty-seven years of experience. Mr. L'Italien commenced his investigation on or about September 22, 2020 and began interviews of current and former Town employees on September 29th. Over the course of his investigation, Mr. L'Italien interviewed a total of eight (8) individuals, including the complainant and Mr. Higgins and reviewed documents provided by the complainant and the Town that were germane to the complaint.

Mr. L'Italien reported his investigatory findings to KP Law on or about October 27, 2020 via written executive summary. Board members each received a copy of the full report and executive summary on October 30, 2020. Mr. L'Italien found that there were no facts to support any of the allegations made against Mr. Higgins and recommended that the investigation be closed. The Board is pleased with the thoroughness of Mr. L'Italien's investigation and thanks him for his diligence.

At a recent meeting of the Board, the Board reviewed the report with Mr. Higgins and voted unanimously to close the investigation, without taking any further action. The Board now considers this matter closed and continues to have the highest confidence in Mr. Higgins's professionalism, character, and integrity in his role as our Town Administrator.

The Board will have no further comment on this matter.