



TOWN OF OLD LYME

www.oldlyme-ct.gov

FIRST SELECTWOMAN

52 Lyme Street | Old Lyme, CT 06371

mshoemaker@oldlyme-ct.gov

PERSONAL & CONFIDENTIAL

June 3, 2024

VIA Email



Re: Notice of Concerns About Job Performance

Dear Eric:

As you know, you have been out on administrative leave with pay following my receipt of certain complaints regarding your performance of your job duties. While you have been out of work, we have reviewed evidence related to your performance of your duties and would like you to respond to the following concerns which have arisen based on our review of that evidence:

1. That on or about July 5, 2023, you communicated to Cheryl Poirier, our Economic Development Chairperson, that Mark Comstock is abrasive and tends to shoot himself in the foot with his own temper but that land uses are tied to the land, not the person, and so you cannot only allow nice people to be approved.
2. That on June 8, 2023, you told Mark Comstock that Susan Zilke is not tethered to reality.
3. That on October 11, 2023, you communicated with Tammy Tinnerello and indicated to her that during a recent public meeting you could have done with less Carolyn Miranda, and that you could always do with less Carolyn Miranda, who is a senior citizen within our Town.
4. That on January 23, 2023, you communicated with Amy Huot, Zoning Clerk, that her writing was poor even though you do not supervise Ms. Huot.
5. That on or about May 9, 2024, when communicating with a resident about 21 Ridgewood Road in Point O' Woods Beach you indicated that it was not your job to help her with a complaint about the location of a neighbor's driveway and that she should direct her concern to Mr. Adanti, our Public Works Director instead. Ms. Kelly responded to you that the driveway was too close to her property and its location was incorrectly stated in the plans that were approved by you and so questioned why you wouldn't be the person who enforces that.
6. That on December 7, 2023, you communicated to Attorney Evan Seeman that the neighbors objecting to pickleball courts at the Old Lyme Country Club would string along their complaints against the Club as long as they could.
7. That in your communications with Attorney Mark Zamarka, who represents Susan Zilke and Attorney Holth, who represents Mark Comstock, you have given them each an impression that you are on their side when it comes to the dispute that exists between their clients.



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8. That on or about May 31, 2023, you communicated to Mark Comstock that he probably has a vested interest in seeing Ms. Zilke cross the border to Lyme as soon as possible. In addition, you communicated to Mr. Comstock that although you are not his lawyer if there were a few things that were fairly painless to do involving Ms. Zilke that would rid you of a chronic thorn, you suggest "playing along".

9. That on or about November 10, 2022, you communicated with Susan Zilke with regard to her dispute with Mr. Comstock that the Chairman of the Zoning Commission thinks that Mr. Comstock has wrongfully intensified his use of his property and so he is pre-disposed to agreeing with her complaint.

10. That on December 1, 2022, you communicated you with Attorney Zamarka that the Chairman of the Zoning Commission thinks that Mr. Comstock's behavior on his property has gotten out of hand. You also shared that the Chairman does not relish the prospect of having Mr. Comstock and Ms. Zilke airing their years' worth of grievances before the Commission.

11. That on March 13, 2023, you sent an email to Attorney Zamarka indicating that while you are sure that his client (Susan Zilke) is unhappy on a daily basis, her complaint is not your highest zoning priority or even enforcement priority so you see no reason to rush to push anything immediately.

12. That on March 13, 2023, you disclosed to Attorney Zamarka that Attorney Holth had just tested positive for COVID which you claimed he got from one of his clients who was anti-vaxxer.

While I am concerned about these allegations, I will not make any decisions about them until you have an opportunity to respond to each of them. On their face, these allegations seem to call into question your judgment in the way you refer to citizens you deal with in your position, the disclosures you appear to make regarding opinions of the members of the Commission concerning matters that may come before them as well as the way you interact with counsel who represent citizens doing business with your office.

Please provide me with your written response to these concerns by indicating whether each of these allegations is true and if so, please provide an explanation for why you feel your conduct was appropriate by the close of business on June 4, 2024, so I can consider your explanations. After I receive your written responses to these concerns, I will be in touch with you to set up a meeting to discuss them.

Please let me know if you have any questions.

Sincerely,

Martha Shoemaker
First Selectperson