

From: [Erin Freeborn](#)
To: [Caryn Malloy](#)
Cc: [Adam Chapdelaine](#); [Nicholas Dominello](#)
Subject: (Archive Copy) Re: 2nd Circle
Date: Tuesday, February 26, 2019 4:10:17 PM

Hi Caryn,
Perfect. Thanks!
Erin

On Tue, Feb 26, 2019 at 4:09 PM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin,

10:30 on Monday is great -

Thanks-
Caryn

Caryn Cove Malloy
Director of Human Resources
Town of Arlington
[730 Massachusetts Avenue, 3rd Floor](#) Annex
Arlington, MA 02476
781-316-3121 phone
781-316-3129 fax
www.arlingtonma.gov

From: Erin Freeborn <efreeborn@c4rj.org>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Nicholas Dominello <Nicholas.Dominello@vdhboston.com>
Date: Tue, 26 Feb 2019 14:56:13 -0500
Subject: Re: 2nd Circle

Hi Caryn,
Thank you. Yes, I can do 3/4. Would 10:30 or 11 work on your end that morning?
Erin

On Tue, Feb 26, 2019 at 2:24 PM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin

Thank you. I think those dates make sense in terms of a timeline.

To check in, Adam and I seem to have availability the morning of Monday March 4th if that is good for you.

If that is not good, let us know what might work for you.

Thanks
Caryn

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Director of Human Resources

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From: Erin Freeborn <efreeborn@c4rj.org>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Nicholas Dominello <Nicholas.Dominello@vdbhoston.com>
Date: Tue, 26 Feb 2019 13:39:53 -0500
Subject: Re: 2nd Circle

Hi Caryn,
I am sorry but I am flat out the week of 3/11. I also feel like there should be some time for analysis and review of the survey responses. Depending on some of the responses we might feel like there are people who should actually be invited to attend in person. If we schedule the circle too close to the end of the survey we wouldn't be allowing that to happen.

I could do a 10am circle on 3/19, 3/21 or 3/25.

I also would like to have another conversation this week or next as you begin to confirm circle participants. I want to make sure that there are people of color in the circle and it would also be good if there is someone in the circle who has experienced police bias in the past or at least has experienced the criminal justice system.

Thank you,
Erin

On Mon, Feb 25, 2019 at 10:12 AM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin -

The deadline for submissions is March 6th - with that, I would say we would be looking for dates the week of March 11th or in that zone.

Thanks - sorry for the delay in my responding to you.

Caryn

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From: Erin Freeborn <efreeborn@c4rj.org>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>, Nicholas Dominello <Nicholas.Dominello@vdbhoston.com>

Date: Fri, 15 Feb 2019 14:47:40 -0500

Subject: Re: 2nd Circle

Hi Caryn,

I understand their reservation. If it is fine with Rick it is fine with me. I'll get you some dates. Do you have an idea about how much time the HRC needs?

Thank you,

Erin

On Fri, Feb 15, 2019 at 1:40 PM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin,

The Human Rights Commission has expressed a concern that the 26th is too short a window to appropriately solicit feedback from the public and therefore we are asking you to offer some new dates that you might be available in March.

We were reluctant to let the 26th go, but it is (of course) important to give the people charged with fielding the impact statements the appropriate time they see as fair and reasonable to do their part of the process.

I have already asked Nick to get word to Rick through his attorney.

I am assuming you will let Margot know this latest update.

Thanks and have a great weekend.

Caryn

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From: [Caryn Malloy](#)
To: [Nicholas Dominello](#); [Fred Ryan](#); [Sandy Pooler](#); [Adam Chapdelaine](#)
Subject: (Archive Copy) Re: Richard Pedrini Appointing Authority Hearing
Date: Thursday, November 29, 2018 5:44:30 PM

We are confirmed for Tuesday January 29th. Please mark your calendars.

Thanks
Caryn

From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
To: "Nicholas Dominello" <Nicholas.Dominello@VDHBoston.com>, "Fred Ryan" <FRyan@town.arlington.ma.us>, "Sandy Pooler" <SPooler@town.arlington.ma.us>, "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Thu, 29 Nov 2018 10:18:16 -0500
Subject: Richard Pedrini Appointing Authority Hearing

Adam, Sandy, Fred and Nick

Please paste the link below into your browser and respond to the dates the Hearing Officer, Larry Donoghue, has indicated he is available for the Richard Pedrini AA Hearing.

[REDACTED]

Thank you,

Caryn

Caryn Cove Malloy
Director of Human Resources
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From: [Nicholas Dominello](#)
To: [Caryn Malloy](#); "[Adam Chapdelaine](#)"; [Fred Ryan](#)
Subject: (Archive Copy) Lt. Pedrini
Date: Wednesday, October 31, 2018 11:16:20 AM
Attachments: [winmail.dat](#)

Good afternoon:

[REDACTED]

[REDACTED]

A message from the Massachusetts Police Association (MPA) Executive Board and President Alan Andrews:

"The Massachusetts Police Association is committed to earnestly advocating for members of the law enforcement community and seeks to unify and empower law enforcement officers throughout the Commonwealth. However, some of the columns that were written in the latest issue of The Sentinel newsletter do not uphold the high standards of the MPA and its mission. The columns in question, which were meant to be taken in a tongue-in-cheek, satirical fashion, were written for an audience of law enforcement officers and were not meant to be taken literally. They were an evocative response to the raw emotion felt by all police officers around the state due to the recent senseless deaths of Weymouth Police Officer Michael Chesna and Yarmouth Police Officer Sean Gannon. Officers Gannon and Chesna were the true focus of the newsletter and it is extremely unfortunate that some of the columns in its contents took away from that.

The columns were written by Lt. Richard Pedrini, a 23-year veteran police leader and member of the MPA Executive Board. While these particular columns do not reflect the values of the MPA, Lt. Pedrini is a strong advocate for the law enforcement community and has been throughout his career. In response, the MPA has suspended Lt. Pedrini from his duties with the organization and we are hereby retracting his columns, as they do not meet the criteria that we set for The Sentinel or the MPA as an organization.

Going forward we commit to doing a better job ensuring that any public-facing messaging upholds our standards and does not detract from our mission. We are not an organization that seeks political division and we apologize for any misunderstanding or dissension that may have been caused."

This message is prominently displayed on the MPA homepage: <http://www.masspolice.com/>

Thanks.
Nick

Nicholas J. Dominello, Esq.
[8VDH_Logo_Final_Color]
Nicholas.Dominello@VDHBoston.com <<mailto:Nicholas.Dominello@VDHBoston.com>>
www.VDHBoston.com <<http://www.vdhboston.com/>>

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From: [Caryn Malloy](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: RE: FW: Arlington - Lt. Pedrini Matter
Date: Wednesday, January 09, 2019 1:43:39 PM

FYI

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From: "Donoghue, Laurence" <LDonoghue@morganbrown.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Wed, 9 Jan 2019 18:03:57 +0000
Subject: RE: FW: Arlington - Lt. Pedrini Matter

No problem at all. I can keep the date open for as long as necessary.

From: Caryn Malloy [mailto:CMalloy@town.arlington.ma.us]
Sent: Wednesday, January 9, 2019 10:59 AM
To: Donoghue, Laurence <LDonoghue@morganbrown.com>
Subject: Re: FW: Arlington - Lt. Pedrini Matter

Larry -

You must have sensed something in the air.

There is a possibility that we will be placing the AA hearing in abeyance, depending on how some conversations go in the next 24 to 48 hours.

I will communicate with you again on Friday morning to let you know the status, hopefully with something definitive.

Make sense?

Let me know if you have questions.

Thanks
Caryn

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From: "Donoghue, Laurence" <LDonoghue@morganbrown.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Wed, 9 Jan 2019 13:54:49 +0000
Subject: FW: Arlington - Lt. Pedrini Matter

Good morning Caryn. Has this been confirmed?

From: Donoghue, Laurence
Sent: Friday, November 30, 2018 8:07 AM
To: 'Caryn Malloy' <CMalloy@town.arlington.ma.us>
Subject: RE: Arlington - Lt. Pedrini Matter

Thanks. I will diary the date.

From: Caryn Malloy [<mailto:CMalloy@town.arlington.ma.us>]
Sent: Thursday, November 29, 2018 5:46 PM
To: Donoghue, Laurence <LDonoghue@morganbrown.com>
Subject: RE: Arlington - Lt. Pedrini Matter

Larry,

Tuesday January 29th is the date we are going with so please plan on that date.

I need to confirm the time but I am expecting a 10 a.m. start.

More to come soon.

Thanks
Caryn

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From: "Donoghue, Laurence" <LDonoghue@morganbrown.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Thu, 29 Nov 2018 11:46:33 +0000
Subject: RE: Arlington - Lt. Pedrini Matter

Thanks Caryn. I look forward to working with you and the Town. As of now I could do the following dates: January 3, 8, 15, 22, 23, 24, 29. If those do not work let me know and I can try and free up other dates, on matters that may not be as time-sensitive.

When I spoke to the TM and the ATM, I mentioned that the powers-that-be with regard to lawyer regulation require that a written engagement letter/fee agreement be entered into with any new client. To whom should I direct that letter/agreement? Also, as a related point, to whom should bills be sent?

Thanks again for this opportunity.

Larry

From: Caryn Malloy [<mailto:CMalloy@town.arlington.ma.us>]

Sent: Wednesday, November 28, 2018 2:41 PM

To: Donoghue, Laurence <LDonoghue@morganbrown.com>

Subject: Arlington - Lt. Pedrini Matter

Larry,

We would like to work with you as the hearing officer on the Lt. Richard Pedrini matter. Could you please offer us some dates in January that might work for you?

I am glad we will be working with you.

Thanks,

Caryn

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From: [Erin Freeborn](#)
To: [Caryn Malloy](#)
Cc: [Adam Chapdelaine](#); [Nicholas Dominello](#)
Subject: (Archive Copy) Re: Arlington - Lt. Pedrini Matter - Personal and Confidential
Date: Thursday, January 24, 2019 4:52:56 PM

Wonderful.

Thank you,
Erin

On Thu, Jan 24, 2019 at 4:49 PM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin - Very good - I will call you at 9 a.m. at 978-318-3467.

Also joining us on the call will be our Labor Counsel Nick Dominello.

We look forward to speaking with you.

Thanks,

Caryn

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From: Erin Freeborn <efreeborn@c4rj.org>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Date: Thu, 24 Jan 2019 15:54:30 -0500

Subject: Re: Arlington - Lt. Pedrini Matter - Personal and Confidential

Hi,

Yes, I can be on the phone with you at 9 tomorrow. Sorry for the delay I am meeting with someone at 8:30 at my office but confirmed that I will be free by then. What is the best phone number for me to call? Or you can call me at 978-318-3467.

Thank you,
Erin

On Thu, Jan 24, 2019 at 1:54 PM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin -

I am just confirming that you are available to either meet or talk Friday morning at 9 ?

If not, let us know what might work for you.

Thanks

Caryn

Caryn Cove Malloy

Director of Human Resources

Town of Arlington

[730 Massachusetts Avenue, 3rd Floor](#) Annex

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From: "Caryn Malloy" <CMalloy@town.arlington.ma.us>
To: "Erin Freeborn" <efreeborn@c4rj.org>
Cc: "Adam Chapdelaine" <AChapdelaine@town.arlington.ma.us>
Date: Tue, 22 Jan 2019 10:33:56 -0500

Subject: Re: Arlington - Lt. Pedrini Matter - Personal and Confidential

Erin -

Very glad you can still make that date -

Can we do a meeting or call Friday morning at 9?

We are working with our labor counsel to draft a "draft" appointing authority hearing notice by late afternoon Thursday.

Let me know if that works -

Thanks

Caryn

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Director of Human Resources

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From: Erin Freeborn <efreeborn@c4rj.org>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Sun, 20 Jan 2019 20:10:28 -0500
Subject: Re: Arlington - Lt. Pedrini Matter - Personal and Confidential

Hi Caryn,

Yes, the 29th is fine on my end. We should touch base this week about the prep materials but I definitely need to see the grounds that you'd be disciplining him on. Other relevant information or documents would be helpful too.

Thank you,
Erin

On Tue, Jan 15, 2019 at 9:49 AM Caryn Malloy <CMalloy@town.arlington.ma.us> wrote:

Erin,

Our attorney communicated an outline of the town's thoughts on a proposed resolution to the attorney for Lt. Pedrini. There are components that are still up for discussion but it is clear that Lt. Pedrini is interested in the idea of a restorative justice approach to this matter.

Lt. Pedrini has agreed to meet with us on Tuesday January 29th at 10:00 a.m. (this specific time still needs to be confirmed) at Town Hall.

At that meeting will be: 1. you (2. and perhaps one of your associates as you see fit), 3. me, 4. the Town Manager, 5. Lt. Pedrini and his attorney 6. (Ackerman is his last name), 7. Nick Dominello (Town's labor counsel).

I am assuming it would be helpful for us to put together the bones of what would have been the Appointing Authority notice of hearing or some outline of what the rules/regulations violations have been; your thoughts on the content and format that comes in would be appreciated.

I look forward to working with you on this matter.

Thank you,

Caryn

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From: [Donoghue, Laurence](#)
To: [Caryn Malloy](#)
Cc: [Adam Chapdelaine](#)
Subject: (Archive Copy) RE: FW: Pedrini Hearing
Date: Thursday, February 07, 2019 8:13:53 AM

No problem. I am here if you need to reschedule but if the matter can be worked out, all the better.

From: Caryn Malloy [mailto:CMalloy@town.arlington.ma.us]
Sent: Thursday, February 7, 2019 8:12 AM
To: Donoghue, Laurence <LDonoghue@morganbrown.com>
Cc: Adam Chapdelaine <AChapdelaine@town.arlington.ma.us>
Subject: Re: FW: Pedrini Hearing

Larry -

We are moving forward with settlement discussions and it looks as though we will NOT at this time be moving forward with the appointing authority hearing.

You can release the Feb 13th date.

At this time, I do not think it makes sense to hold another date, but if that changes then I will be back in touch asap.

Thanks for your patience with us throughout this process.

Caryn

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From: "Donoghue, Laurence" <LDonoghue@morganbrown.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Thu, 7 Feb 2019 13:04:20 +0000
Subject: FW: Pedrini Hearing

Good morning Caryn. Any update?

From: Donoghue, Laurence
Sent: Thursday, January 31, 2019 9:32 AM
To: 'Caryn Malloy' <CMalloy@town.arlington.ma.us>
Subject: RE: Pedrini Hearing

Thanks for the update. Good luck!

From: Caryn Malloy [<mailto:CMalloy@town.arlington.ma.us>]
Sent: Thursday, January 31, 2019 9:27 AM
To: Donoghue, Laurence <LDonoghue@morganbrown.com>
Subject: RE: Pedrini Hearing

Larry

So far the settlement conversations have gone well. We are meeting again Tuesday of next week - let's plan to touch base at the end of the day on Tuesday 2/5 - at that point I will be able to say definitively whether or not we will be moving forward with the appointing authority hearing.

Thanks for checking in.

Caryn

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From: "Donoghue, Laurence" <LDonoghue@morganbrown.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Thu, 31 Jan 2019 13:16:04 +0000
Subject: RE: Pedrini Hearing

Caryn: Were you able to resolve this? If not, do you expect the hearing will go forward on February 13?

Larry

From: Caryn Malloy [<mailto:CMalloy@town.arlington.ma.us>]
Sent: Tuesday, January 15, 2019 3:14 PM
To: Donoghue, Laurence <LDonoghue@morganbrown.com>
Subject: RE: Pedrini Hearing

Larry -

Please hold February 13th -

Thanks!
Caryn

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From: "Donoghue, Laurence" <LDonoghue@morganbrown.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Tue, 15 Jan 2019 14:36:59 +0000
Subject: RE: Pedrini Hearing

No problem. It is always better to work thing out, if you can.

Here are my current available dates in February: 5, 6, 7, 11, 12, 13, 19, 20, 21, 26, 27, 28.
Those are subject to change as I have a trial coming up in April that will require me to
schedule a number of things in February. I can update as necessary.

From: Caryn Malloy [<mailto:CMalloy@town.arlington.ma.us>]
Sent: Tuesday, January 15, 2019 9:32 AM
To: Donoghue, Laurence <LDonoghue@morganbrown.com>
Subject: Pedrini Hearing

Larry -

We are going to be using January 29th as a date for the parties to meet to potentially get to a
resolution outside of the hearing process. Therefore you can release the January 29th date.
However, as a fall back, could you give us a couple of dates in February to serve as the hearing
date should our conversations not result in any agreement to move forward?

Thanks for your patience with us Larry - you know how these things are.

Caryn

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From: [Caryn Malloy](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: FW: Draft Apology Statement
Date: Monday, April 29, 2019 3:43:04 PM
Attachments: [image002.png](#)
[image003.png](#)

FYI

Caryn Cove Malloy
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From: Nicholas Dominello <Nicholas.Dominello@VDHBoston.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Mon, 29 Apr 2019 19:40:48 +0000
Subject: FW: Draft Apology Statement

Hi Caryn:

Please see below.

Thanks.
Nick

Nicholas J. Dominello, Esq.



**One University Avenue
Suite 300B
Westwood, MA 02090
617.862.2005
617.862.2025 - fax**

Nicholas.Dominello@VDHBoston.com
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From: Michael J. Akerson <makerson@rja-law.com>
Sent: Monday, April 29, 2019 2:56 PM

To: Nicholas Dominello <Nicholas.Dominello@VDHBoston.com>

Subject: RE: Draft Apology Statement

Hi Nick,

The apology, as revised, is fine to Lt. Pedrini. Thank you.

Michael J. Akerson, Esq. | **REARDON, JOYCE & AKERSON, PC** |
4 Lancaster Terrace, Worcester, MA 01609 | ☎ 508-754-7285 | fax 508-754-7220 |
www.rja-law.com | akerson@rja-law.com

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From: Nicholas Dominello <Nicholas.Dominello@VDHBoston.com>

Sent: Saturday, April 27, 2019 12:13 PM

To: Michael J. Akerson <makerson@rja-law.com>

Subject: Draft Apology Statement

Hi Mike:

Hope all is well. You had previously forwarded me a statement/apology from Lt. Pedrini – thank you.

The Town has reviewed and revised. Attached please find a final version for Lt. Pedrini to review and approve. Please let me know if there are any issues with the attached.

The Town hopes to issue the apology the beginning of next week.

Thanks.
Nick

Nicholas J. Dominello, Esq.



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From: [Caryn Malloy](#)
To: [Adam Chapdelaine](#)
Subject: (Archive Copy) Fwd: FW: Statement
Date: Thursday, April 04, 2019 3:44:06 PM
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[C4RJPublicStatement.docx](#)
[ATT00001.htm](#)

Adam -

Same here - I have not reviewed but wanted to get this to you.

Thanks
Caryn

Caryn Cove Malloy
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From: Nicholas Dominello <Nicholas.Dominello@VDHBoston.com>
To: Caryn Malloy <CMalloy@town.arlington.ma.us>
Date: Thu, 4 Apr 2019 19:35:50 +0000
Subject: FW: Statement

Hi Caryn:

[REDACTED]

Thanks.
Nick

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From: Michael J. Akerson <makerson@rja-law.com>

Sent: Thursday, April 04, 2019 3:35 PM

To: Nicholas Dominello <Nicholas.Dominello@VDHBoston.com>

Subject: Statement

Nick,

Attached please find statement. If questions, please let me know. Thanks.

---- Mike Akerson