



MAYOR'S OFFICE

City of Leominster, Massachusetts

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DEAN J. MAZZARELLA
Mayor

dmazzarella@leominster-ma.gov

July 26, 2012

BY CERTIFIED MAIL

Mr. John Perrault
122 Water Street, #138
Leominster, MA 01453

Re: Notice of Termination

Dear Mr. Perrault:

On Wednesday, July 25, I convened a disciplinary hearing to consider whether just cause existed to terminate your employment with the City of Leominster. You attended the hearing with Joseph G. Sandulli, Esq. I accepted eight (8) exhibits into evidence during the hearing and heard testimony from Police Chief Robert J. Healey. You chose not to testify and did not call any witnesses during the hearing. The hearing concerned the following allegations:

1. You repeatedly referred to African-Americans as “niggers” while you were engaged in a conversation at Classic’s Pub during the NBA basketball season;
2. On July 5, 2012, you were in attendance at Fisher Cat Stadium for a game between the New Hampshire Fisher Cats and the Portland Sea Dogs. During the course of the game you yelled at Carl Crawford, a player for Portland, and called him a “Monday.” Your calling Mr. Crawford a “Monday” was racially-insensitive; racially-motivated; and derogatory;
3. Your Facebook page included racially-insensitive content and a post by you that your calling Mr. Crawford a “Monday” was “PRICELESS”; and
4. You made racially-insensitive and derogatory remarks to an African-American on St. Patrick’s Day when you stated that “you did not know they served Guinness in Africa.”

The allegations, if proven, would violate Leominster Police Department Rules 4.1, 6.2, and 6.3.

After reviewing the testimony from the Chief and reviewing the documents submitted during the hearing, I have determined that the charges advanced by Chief Healey have been substantiated. You admitted during the Department’s investigation that you called Mr. Crawford a “Monday” and

you admitted to making the racially-offensive comment on St. Patrick's Day. I accepted the written statement concerning the incident at Classic's Pub and you offered no testimony to rebut the incident. I have drawn a negative inference from your decision not to testify during the hearing. I have concluded that, based upon the other incidents where you uttered racist remarks, that you called Mr. Crawford a "Monday" because he is African-American, not simply because you do not care for him as a baseball player. In arriving at this conclusion I did not check common sense at the door. The word "Monday," as you used it at the Fisher Cat's game, while not containing the offensive "N word" certainly was directed at Mr. Crawford's race.

As I have determined that the charges have been substantiated, I now turn to the appropriate disciplinary sanction for your conduct. As Mayor, it is my expectation that City employees of any department will never use racially-motivated statements against anyone, whether on-duty or off-duty. Your actions are so egregious that severe discipline is warranted. There is simply no place for your behavior in the workplace and there is no place for someone who exhibits such objectionable behavior in the Leominster Police Department, or any City department, for that matter. As a law enforcement officer the City expects and demands that you comport yourself in an exemplary fashion. As a sworn police officer you are held to a higher standard. Your actions have not lived up to that high standard. You have demonstrated through your racist comments that you cannot continue as a patrol officer with the Leominster Police Department. Your actions are in violation of the Department Rules, have brought discredit upon you and the Leominster Police Department, and have disqualified you from being able to serve as a police officer for this City. You are hereby terminated from employment, effective immediately.

Attached hereto please find G.L. c. 31, Sec. 41-45 which govern your rights.

Sincerely,



DEAN J. MAZZARELLA
Mayor

cc: Police Chief Robert Healey
Human Resources Director John Harmon
City Solicitor Brian Maser
Union President John Fraher
Joseph G. Sandulli, Esq.