

**From:** Clark, Charity <Charity.Clark@vermont.gov>

**Sent:** Friday, September 18, 2020 5:49 PM

**To:** Jeffrey D. Bartley <[REDACTED]>

**Subject:** Public Records Act request, dated September 1, 2020, Tranche 2 responses

Please see attached.

THOMAS J. DONOVAN, JR.  
ATTORNEY GENERAL

JOSHUA R. DIAMOND  
DEPUTY ATTORNEY GENERAL

SARAH E.B. LONDON  
CHIEF ASST. ATTORNEY GENERAL



TEL: (802) 828-3171

<http://www.ago.vermont.gov>

STATE OF VERMONT  
OFFICE OF THE ATTORNEY GENERAL  
109 STATE STREET  
MONTPELIER, VT  
05609-1001

Via email to [REDACTED]

September 18, 2020

Jeff Bartley  
[REDACTED]

Re: Vermont Public Records Act request, dated September 1, 2020

Dear Jeff:

Attached please find the second tranche of documents responsive to your request for public records, dated September 1, 2020.

1. Any and all communication (including but not limited to email and text messages) between Molly Gray and any other Office of the Attorney General staff (including the Attorney General) on her run for elected office.

**We expect to respond fully in a matter of days.**

2. Any and all communication (including but not limited to email and text messages) between any Office of Attorney General staff (including the Attorney General) on Molly Gray's run for elected office.

**You had asked us to begin our search by focusing on the following divisions: AGO staff at the Criminal Division, Department of Mental Health, Department of Corrections, and the AGO Front Office. The AGO Front Office consists of the following individuals: Attorney General, Deputy Attorney General, Chief of Staff, Chief Assistant Attorney General, Assistant Communications Director, and the Attorney General's Scheduler.**

**A partial production was made on Wednesday, September 16, 2020. Attached are the remaining responsive documents.**

**With these divisions complete, our search will now extend to the rest of the AGO staff. We will begin providing any responsive documents on a rolling basis in the coming days.**

3. Molly Gray's official calendars (digital and otherwise)

**We expect to respond fully in a matter of days.**

4. Any communication from Molly Gray asking for time off (paid or otherwise) after October 1, 2019.

**Additional responsive documents are attached.**

5. Molly Gray's reimbursements submitted to the Office of the Attorney General, including, but not limited to mileage reimbursements, food reimbursements and hotel reimbursements since October 1, 2019.

**As previously mentioned, there are no records responsive to this request.**

As with Tranche 1, you will see that some records have been redacted. These redactions were made pursuant to the following exemptions under the Public Records Act: 1 V.S.A. § 317(c)(3) (disclosure would cause violation of professional rule), 1 V.S.A. § 317(c)(4) (attorney client privilege and attorney work product doctrine), 1 V.S.A. § 317(c)(5) (ongoing criminal investigation), and 1 V.S.A. § 317(c)(7) (reaction of personal information – in this instance, cell phone numbers).

Please let me know should you have any questions. I expect that in the next week we will provide an update and, if there are responsive records, a third tranche of records.

Sincerely,

/s/  
\_\_\_\_\_  
Charity R. Clark  
Chief of Staff

**From:** [London, Sarah](#)  
**To:** [Clark, Charity](#); [Jandl, Lauren](#)  
**Subject:** Letter  
**Date:** Friday, July 10, 2020 10:09:00 AM  
**Attachments:** [Garret Graff Candidacy.pdf](#)

---

Sarah E.B. London  
Chief Assistant Attorney General  
Vermont Attorney General's Office



**State of Vermont**  
**Office of the Secretary of State**  
128 State Street  
Montpelier, VT 05633-1101

[phone] 802-828-2363  
[fax] 802-828-2496  
[www.sec.state.vt.us](http://www.sec.state.vt.us)

**James C. Condos, Secretary of State**  
**Christopher D. Winters, Deputy Secretary**

January 6, 2016

Paul S. Gillies, Esq  
Tarrant, Gillies & Richardson  
PO Box 1440  
44 East State Street  
Montpelier, VT 05601-1440

RE: Candidacy of Garrett Graff, Candidate for Lieutenant Governor

Dear Paul:

Thank you for your letter of December 14, 2015.

You have asked for a formal written decision from the Office of the Secretary of State, or from the Attorney General, on whether the Secretary of State will accept Mr. Graff's petitions for the Democratic primary for the office of Lieutenant Governor based on the issues of his residency that you raise in your letter. Neither our Office, nor that of the Attorney General, makes that kind of determination.

The Secretary of State accepts petitions to place a person's name on the primary ballot as a candidate for nomination by a political party based on the receipt of a petition containing the requisite number of valid signatures and a completed consent of candidate form for the respective office. In the case of Lieutenant Governor, the requisite number of valid signatures is 500.

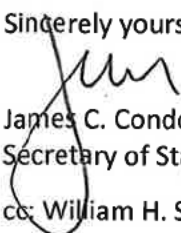
It is not the role of the Secretary of State, nor that of the Attorney General, to make decisions on whether a prospective candidate is qualified, on the basis of residency, to hold a statewide elective office. Our Office's role with regard to the election process is only as set forth in chapters 49 and 51 of title 17 of our state election law. Whether Mr. Graff is eligible to hold the office of Lt. Governor in Vermont is a question that would be decided by a court, if challenged, or by the electorate in the first instance, as the case may be.

It should be noted that the issue of eligibility to seek inclusion on a political party ballot, that you have raised in your letter, under chapter 49 of title 17 Vermont Statutes Annotated is a separate issue from one's eligibility to hold the office of Lt. Governor through the general election process under Chapter II, § 23 of the Vermont Constitution.

Please note that neither I nor the Attorney General has made any determination regarding Mr. Graff's qualifications based on his residency, notwithstanding your implication in your letter.

I hope that this answers your inquiry.

Sincerely yours,

  
James C. Condos  
Secretary of State

cc: William H. Sorrell, Attorney General

**From:** [Diamond, Joshua](#)  
**To:** [AGO - Everybody](#)  
**Subject:** Office Update  
**Date:** Friday, June 5, 2020 5:32:33 PM

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Folks,

There are a few office updates to share as we head into our second summer weekend (I always consider summer to begin after memorial day).

First and foremost, Ted Kenney will start his career at the AGO on Monday as the new AHS division chief. Ted is an experienced attorney and community leader from Chittenden County. He is a seasoned litigator with more than 28 years of experience handling a wide range of matters from criminal defense, CHNS, and TPR cases along with a wide variety of civil matters too. Ted's leadership and commitment to public service has included tours of duty on the Williston School Board, Williston Selectboard, and Williston Planning Committee. Ted also served our profession as a former President of the Vermont Association of Criminal Defense Attorneys and President of the Vermont Dismas House Board of Directors. Through June, Kristin will help show Ted the "ropes" before her transition. Please join me in welcoming Ted to our team.

Next on the personnel front, some of you may have noticed the absences of Molly Gray and David Scherr. Both have decided to place their name in the electoral ring by running for Lt. Governor and State Senate respectively. They have both taken leaves of absence from the AGO to pursue these endeavors. If you need either of them for business related to the AGO, please contact Domenica Padula for matters pertaining to Molly and Willa Farrell for matters pertaining to David.

Finally, as TJ announced in this morning's office update, our retitled food drive—Vermont Legal Community Fighting Hunger—will run from Friday, June 12th, to Friday, June 26th. The COVID-19 pandemic has caused a steep increase in food insecurity in Vermont such that the imperative of Hunger Action Month, observed in September, is upon us now. This year's food drive has been restructured to provide opportunities for virtual participation, all centralized around one [fundraising page](#). There will be a kick-off call with John Sayles, CEO of the Vermont Foodbank, on Zoom for all participants at **10:00 AM on Friday, June 12**. If you'd like to learn more about the vital work that the Vermont Foodbank is doing, consider watching [this video](#)." The Zoom meeting information is as follows:

**Join Zoom Meeting**

<https://us02web.zoom.us/j/83795179528>

Meeting ID: 837 9517 9528

**Dial by your location**

+1 929 205 6099

Have a great weekend. Best, Josh

Joshua R. Diamond, Deputy Attorney General  
Vermont Attorney General's Office  
109 State Street

Montpelier, Vermont 05609  
802-828-3175  
[joshua.diamond@vermont.gov](mailto:joshua.diamond@vermont.gov)

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**From:** [London, Sarah](#)  
**To:** [Clark, Charity](#)  
**Cc:** [Jandl, Lauren](#)  
**Subject:** RE: Questions about "residency" as it relates to LG eligibility  
**Date:** Friday, July 10, 2020 8:07:00 AM

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10am ok? [REDACTED]

---

**From:** Clark, Charity <Charity.Clark@vermont.gov>  
**Sent:** Thursday, July 9, 2020 10:24 PM  
**To:** London, Sarah <Sarah.London@vermont.gov>  
**Cc:** Jandl, Lauren <Lauren.Jandl@vermont.gov>  
**Subject:** Fwd: Questions about "residency" as it relates to LG eligibility

Hi, Sarah,  
I spoke with Josh tonight regarding the press inquiry below. Could you please give me a ring about this in the morning? The reporter's deadline is noon tomorrow.  
Thank you,  
Charity

Sent from my iPhone

Begin forwarded message:

**From:** "Jandl, Lauren" <[Lauren.Jandl@vermont.gov](mailto:Lauren.Jandl@vermont.gov)>  
**Date:** July 9, 2020 at 8:20:29 PM EDT  
**To:** "Diamond, Joshua" <[Joshua.Diamond@vermont.gov](mailto:Joshua.Diamond@vermont.gov)>  
**Cc:** "Clark, Charity" <[Charity.Clark@vermont.gov](mailto:Charity.Clark@vermont.gov)>  
**Subject:** **FW: Questions about "residency" as it relates to LG eligibility**

Hi, Josh,

I know that you and Charity are both out of the office tomorrow—let me know if you have a few minutes to connect on this inquiry.

Lauren

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**From:** Colin Meyn <[cmeyn@vtdigger.org](mailto:cmeyn@vtdigger.org)>  
**Sent:** Thursday, July 9, 2020 7:44 PM  
**To:** Jandl, Lauren <[Lauren.Jandl@vermont.gov](mailto:Lauren.Jandl@vermont.gov)>  
**Subject:** Fwd: Questions about "residency" as it relates to LG eligibility

**EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the sender.**



Hi Lauren,

Hope you're well. I got a vacation bounce back from Charity on this. Please get back to me by noon tomorrow.

Best,

-C

----- Forwarded message -----

From: **Colin Meyn** <[cmeyn@vtdigger.org](mailto:cmeyn@vtdigger.org)>

Date: Thu, Jul 9, 2020 at 7:26 PM

Subject: Questions about "residency" as it relates to LG eligibility

To: Clark, Charity <[charity.clark@vermont.gov](mailto:charity.clark@vermont.gov)>

Hi Charity,

I hope you're well. I'm working on an article about Molly Gray's candidacy for lieutenant governor, and whether a period of time that she lived abroad in 2017 is problematic in terms of her eligibility for the LG's office.

I wanted to know if the AG's office has a view on this specific question. As you may know, from March 2017 to "early" 2018, Molly was "based primarily out of Switzerland," while also travelling internationally. (based on records from her campaign). She also paid taxes in Switzerland in 2017.

My question is — does this time living abroad disqualify her based on this constitutional provision: "No person shall be eligible to the office of Governor or Lieutenant-Governor until the person shall have resided in this State four years next preceding the day of election."

I also understand that Bill Sorrell, during his time as AG, provided guidance to the secretary of state regarding similar questions over Garret Graff's LG candidacy. I was hoping you could provide those at your earliest convenience.

Please get back to me by noon on Friday, if the AG's office wants to weigh in.

Thanks in advance for your time and consideration,

Colin

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Colin Meyn

Managing Editor

[VTDigger.org](http://VTDigger.org)

(802)777-2958

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Colin Meyn

Managing Editor

[VTDigger.org](http://VTDigger.org)

(802)777-2958

**From:** [London, Sarah](#)  
**To:** [Hodgdon, Marcey](#)  
**Cc:** [Diamond, Joshua](#)  
**Subject:** RE: Question - Reimbursement Attorney Licensing  
**Date:** Thursday, May 14, 2020 6:40:00 PM

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I'm fine with this reimbursement, but happy to discuss if we need to! Cc'ing Josh.

---

**From:** Hodgdon, Marcey <Marcey.Hodgdon@vermont.gov>  
**Sent:** Thursday, May 14, 2020 6:14 PM  
**To:** London, Sarah <Sarah.London@vermont.gov>  
**Subject:** Fwd: Question - Reimbursement Attorney Licensing

Wondering your thoughts on this?

Marcey Hodgdon  
Fiscal Director | Attorney General's Office  
109 State Street, Montpelier, VT 05609  
Office (802) 828-8198 | Cell (802) 595-9893

Sent from iPhone

Begin forwarded message:

**From:** "Gray, Molly" <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>  
**Date:** May 13, 2020 at 3:10:56 PM EDT  
**To:** "Hodgdon, Marcey" <[Marcey.Hodgdon@vermont.gov](mailto:Marcey.Hodgdon@vermont.gov)>  
**Subject:** **Question - Reimbursement Attorney Licensing**

Hi Marcey,

I hope all is well. I'll be taking administrative leave starting Friday until August 17. I've completed my license renewal and wonder, in light of the leave, whether I should request reimbursement? If this is something that should be put on hold until August, just let me know.

Very best,  
Molly

Molly R. Gray, Assistant Attorney General Vermont Attorney General's Office  
109 State Street  
Montpelier, Vermont 05609  
802-828-0280  
[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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-----Original Message-----

From: [JUD.AttyLicensing@vermont.gov](mailto:JUD.AttyLicensing@vermont.gov) <[JUD.AttyLicensing@vermont.gov](mailto:JUD.AttyLicensing@vermont.gov)>

Sent: Wednesday, May 13, 2020 2:12 PM

To: Gray, Molly <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>

Subject: Vermont Judiciary Attorney Licensing Statement Receipt

EXTERNAL SENDER: Do not open attachments or click on links unless you recognize and trust the sender.

Name: Molly R. Gray  
License #: 5665  
Status: Active  
Confirmation: 206319133-R

Thank you for submitting your Attorney Licensing Statement, License Number 5665, through the Vermont Judiciary Online Service. Your submission was processed at 05/13/2020 14:11:33. The fee of \$420.00 has been charged to your Credit Card.

Your reference number is 13320141131-W. Please refer to this number for any inquiries regarding your online Attorney Licensing Statement transaction.

Your license to practice law in Vermont is hereby renewed for the reporting period July 2020 to June 2022. This confirmation may be used as proof of licensure for the 2019-2021 reporting period until new licensing cards are issued.

In 2016, the Supreme Court adopted a policy that the attorney relicensing process include an 'opt-in' to make donations to the Vermont Bar Foundation. If you are opting in, please follow this link to make a donation: <https://vtbarfoundation.org/donate>

Office of Attorney Licensing  
Costello Courthouse  
32 Cherry Street, Suite 213  
Burlington, VT 05401  
Tel: (802) 859-3000

Fax: (802) 859-3003

3:45



AAG Molly >

Fri, Aug 28, 1:34 PM

Hi Domenica, I hope all is well. I wanted to loop back on the extension of administrative leave. I should put my hours in today and want to make sure we are all set.

Both Sarah Jewett and Josh are on vacation this week so I couldn't confirm with them but yes, in theory every is a go for a continued admin leave just not sure how the particulars work but my thought is that you put in your time as you were doing before and I'll just confirm Monday morning before I officially submit it that everything was done correctly. On another note: hope you are doing well and getting a chance to enjoy some of this beautiful weather!

Perfect, thank you!

**From:** [Padula, Domenica](#)  
**To:** [Jewett, Sara](#); [Gray, Molly](#)  
**Subject:** RE: Administrative Leave Extension  
**Date:** Thursday, August 13, 2020 1:46:00 PM

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Hi Sara,  
Yes, I will talk to Josh and get things moving on this end.

Thanks,  
Domenica

Domenica Padula  
Chief, Criminal Division  
Office of the Attorney General  
109 State Street  
Montpelier, Vermont 05609  
802-828-5517

-----Original Message-----

From: Jewett, Sara <[Sara.Jewett@vermont.gov](mailto:Sara.Jewett@vermont.gov)>  
Sent: Thursday, August 13, 2020 1:39 PM  
To: Gray, Molly <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>  
Cc: Padula, Domenica <[Domenica.Padula@vermont.gov](mailto:Domenica.Padula@vermont.gov)>  
Subject: RE: Administrative Leave Extension

Hi Molly,  
Congratulations and thank you very much for reaching out. This extension needs to be approved through the AGO. Domenica, would you want to forward this up?  
Thank you,  
Sara

-----Original Message-----

From: Gray, Molly <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>  
Sent: Thursday, August 13, 2020 1:34 PM  
To: Jewett, Sara <[Sara.Jewett@vermont.gov](mailto:Sara.Jewett@vermont.gov)>  
Cc: Padula, Domenica <[Domenica.Padula@vermont.gov](mailto:Domenica.Padula@vermont.gov)>  
Subject: Administrative Leave Extension

Hi Sara,

I hope all is well. Thank you for your help and support! It's been a busy last few days. I spoke with Domenica today and in light of the outcomes of the recent primary, I am reaching out to request an extension of my administration unpaid leave until after the November general election. Depending on the outcomes of that election, I would like to return to work Monday, November 8.

I wanted to see if this might be possible. I would continue to complete my time sheet and draw upon my accrued annual leave.

Thanks again for your help.

All the best,  
Molly

**From:** [Gray, Molly](#)  
**To:** [Jewett, Sara](#)  
**Cc:** [Padula, Domenica](#)  
**Subject:** Administrative Leave Extension  
**Date:** Thursday, August 13, 2020 1:33:58 PM

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Hi Sara,

I hope all is well. Thank you for your help and support! It's been a busy last few days. I spoke with Domenica today and in light of the outcomes of the recent primary, I am reaching out to request an extension of my administrative unpaid leave until after the November general election. Depending on the outcomes of that election, I would like to return to work Monday, November 8.

I wanted to see if this might be possible. I would continue to complete my time sheet and draw upon my accrued annual leave.

Thanks again for your help.

All the best,  
Molly



**From:** [Padula, Domenica](#)  
**To:** [Gray, Molly](#)  
**Subject:** Case updates  
**Date:** Tuesday, August 4, 2020 3:38:00 PM

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Hi Molly,

Can you take a look at the attached and just let me know an update for each of them. If it should be closed just mark it that way, if it's still in discovery, on the cases you are second chair on just note that. Also I'm sure there are cases that you might have been assigned that did not make it into LM so if you know you're on a case that you don't see just make note of that too. Thanks so much! Everyone in the Division is wishing you the best of luck and misses you!

Take Care,  
Domenica

Domenica Padula  
Chief, Criminal Division  
Office of the Attorney General  
109 State Street  
Montpelier, Vermont 05609  
802-828-5517

**From:** [Padula, Domenica](#)  
**To:** [Gray, Molly](#)  
**Subject:** FW: Molly Gray  
**Date:** Thursday, July 2, 2020 10:44:00 AM

---

FYI

Domenica Padula  
Chief, Criminal Division  
Office of the Attorney General  
109 State Street  
Montpelier, Vermont 05609  
802-828-5517

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**From:** Padula, Domenica  
**Sent:** Thursday, July 2, 2020 10:43 AM  
**To:** Grearson, Brian <[Brian.Grearson@vermont.gov](mailto:Brian.Grearson@vermont.gov)>  
**Subject:** RE: Molly Gray

Good Morning Judge Grearson,

Molly's personal number is [REDACTED]. Regretfully, I don't have Molly's personal e-mail information but I will forward your e-mail to Molly's AGO account which she checks periodically. I hope this helps, however, if you cannot get ahold of her in a timely manner please let me know. I can be reached anytime through e-mail or on my cell at [REDACTED].

Sincerely,  
Domenica

Domenica Padula  
Chief, Criminal Division  
Office of the Attorney General  
109 State Street  
Montpelier, Vermont 05609  
802-828-5517

---

**From:** Grearson, Brian <[Brian.Grearson@vermont.gov](mailto:Brian.Grearson@vermont.gov)>  
**Sent:** Thursday, July 2, 2020 10:22 AM  
**To:** Padula, Domenica <[Domenica.Padula@vermont.gov](mailto:Domenica.Padula@vermont.gov)>  
**Subject:** Molly Gray

Good morning – I need a telephone number or personal email for Molly Gray. Her campaign has been sending solicitations to some judges at their government email addresses and I need to stop this procedure. Can you forward this email to her or provide her contact information to me.  
Thank you

Brian J. Grearson  
Chief Superior Judge

**From:** [Gray, Molly](#)  
**To:** [AGO - Criminal](#)  
**Cc:** [Bailey, Jay](#); [Rotblatt, Hart](#); [Clark, Charity](#); [Donovan, Thomas](#); [Diamond, Joshua](#); [Clark, Charity](#); [Jandl, Lauren](#); [Matthews, Deborah](#); [Sudbay, William](#); [London, Sarah](#); [Scherr, David](#); [Curtis, Christopher](#); [Renner, Jamie](#); [Thompson, Julio](#); [McDougall, Robert](#)  
**Subject:** Leave and Contact Info  
**Date:** Saturday, May 16, 2020 12:20:21 PM

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Dear Colleagues,

Before signing off and taking leave, I wanted to express my sincere appreciation for your support. I've set "out of office" messages and will continue to monitor email today through August 17. Please do not hesitate to reach out for any reason. You know where I'll be. My personal cell: [REDACTED]

All the best and I hope to see you soon,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
109 State Street  
Montpelier, Vermont 05609  
802-828-0280  
[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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**From:** [Gray, Molly](#)  
**To:** [Padula, Domenica](#)  
**Subject:** RE: Molly's Request for Administrative Leave  
**Date:** Thursday, May 7, 2020 11:55:06 AM

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Hi Domenica,

Thanks again for all your support. As a follow-up to our conversation on Monday, and approval of option 1, I connected with Sara to discuss the HR/administrative steps. She may still need something in writing from you and Josh.

On my end, I'm working to get all my files in order, [REDACTED] If it would be helpful, I could set up a meeting for us on Monday to discuss?

Best,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
109 State Street  
Montpelier, Vermont 05609  
802-828-0280  
[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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**From:** Gray, Molly  
**Sent:** Thursday, April 30, 2020 11:20 AM  
**To:** Padula, Domenica <Domenica.Padula@vermont.gov>  
**Subject:** Molly's Request for Administrative Leave

Hi Domenica,

Following on our conversations over the last few months about leave, please find my formal request for administrative leave below. I have outlined two leave options.

By way of background, and as mentioned, yesterday I met with Josh Diamond and Sara Jewett via Teams. Josh advised that he had consulted TJ and it was their decision that administrative leave

would need to be taken in full. In other words, there was no option for scaling down to 20 hours per week or part-time administrative leave. I was advised of the cost of health insurance and the ability to utilize accrued annual and personal leave to remain on payroll while on leave. Once exhausted, I could contract for coverage out-of-pocket. I was additionally informed, and glad to learn, that my job would be held and I could return to work with you and the Division after August 11.

With this new information, two options for consideration and with the recognition that the second option seems unlikely based on the above.

**Option 1:** I take full administrative leave starting Saturday, May 16, returning to work Monday, August 17.

Between now and May 16, I complete a final draft of the [REDACTED] and work with Bonnie and Karen to get document review and preparation underway.

**Option 2:** Starting next week (May 4) through Friday, May 29, I scale down to part-time/20 hours per week. Over the next 4 weeks, I work Tuesday and Wednesday (to include the weekly Criminal Division meeting) each week (10 hours/day) and retain, as I have, a clear delineation between Office and any outside activities. Having a designated 20 hour window would allow for predictability in project management and promote a concrete, uninterrupted and designated separation between activities. After May 29, I would take full administrative leave until Monday, August 17.

Between, now and May 29, in addition to completing [REDACTED] and working on document review and preparation, I could support [REDACTED]

I so greatly appreciate the support from TJ on down from the very early days of my decision to seek public office, for the guidance on what administrative leave is available, and the ability to return to my job.

Best,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
109 State Street  
Montpelier, Vermont 05609  
802-828-0280  
[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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**From:** [Gray, Molly](#)  
**To:** [Padula, Domenica](#)  
**Subject:** Reminder -- Off tomorrow  
**Date:** Tuesday, May 5, 2020 4:17:18 PM

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Hi Domenica,

Just a reminder that I'm off tomorrow and taking a day of annual leave.

Best,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
109 State Street  
Montpelier, Vermont 05609  
802-828-0280  
[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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**From:** [Gray, Molly](#)  
**To:** [Padula, Domenica](#)  
**Subject:** Molly's Request for Administrative Leave  
**Date:** Thursday, April 30, 2020 11:20:07 AM

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Hi Domenica,

Following on our conversations over the last few months about leave, please find my formal request for administrative leave below. I have outlined two leave options.

By way of background, and as mentioned, yesterday I met with Josh Diamond and Sara Jewett via Teams. Josh advised that he had consulted TJ and it was their decision that administrative leave would need to be taken in full. In other words, there was no option for scaling down to 20 hours per week or part-time administrative leave. I was advised of the cost of health insurance and the ability to utilize accrued annual and personal leave to remain on payroll while on leave. Once exhausted, I could contract for coverage out-of-pocket. I was additionally informed, and glad to learn, that my job would be held and I could return to work with you and the Division after August 11.

With this new information, two options for consideration and with the recognition that the second option seems unlikely based on the above.

**Option 1:** I take full administrative leave starting Saturday, May 16, returning to work Monday, August 17.

Between now and May 16, I complete a [REDACTED] and work with Bonnie and Karen to get document review and preparation underway.

**Option 2:** Starting next week (May 4) through Friday, May 29, I scale down to part-time/20 hours per week. Over the next 4 weeks, I work Tuesday and Wednesday (to include the weekly Criminal Division meeting) each week (10 hours/day) and retain, as I have, a clear delineation between Office and any outside activities. Having a designated 20 hour window would allow for predictability in project management and promote a concrete, uninterrupted and designated separation between activities. After May 29, I would take full administrative leave until Monday, August 17.

Between, now and May 29, in addition to [REDACTED] and working on document review and preparation, I could support [REDACTED]  
[REDACTED]

I so greatly appreciate the support from TJ on down from the very early days of my decision to seek public office, for the guidance on what administrative leave is available, and the ability to return to my job.

Best,  
Molly

Molly R. Gray, Assistant Attorney General

Vermont Attorney General's Office  
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[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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**From:** [Gray, Molly](#)  
**To:** [Padula, Domenica](#)  
**Subject:** Fwd: Follow-up  
**Date:** Wednesday, April 29, 2020 10:30:17 AM

---

Hi Domenica,

FYI, basic information back from Sara in advance of 3pm meeting with Josh

Best,  
Molly

Sent from my iPhone

Begin forwarded message:

**From:** "Jewett, Sara" <[Sara.Jewett@vermont.gov](mailto:Sara.Jewett@vermont.gov)>  
**Date:** April 28, 2020 at 10:19:26 AM EDT  
**To:** "Gray, Molly" <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>  
**Subject:** RE: Follow-up

Hi Molly,

Sorry for the delay in getting back to you. For an Administrative Leave of Absence, you will need to pay 100% for medical insurance which is \$400.98 every two weeks. Benefits will bill you for it if you go off payroll. Dental coverage will continue automatically for 4 pay periods, at which point it will end and you will have the option to continue on COBRA. Life Insurance coverage ends at the end of the month following the month the leave began. The AGO can authorize use of your vacation and personal leave prior to you taking a leave/going off payroll.

You will need to request the leave in writing to your department head. I'll set up a time for us to talk with Josh.

Thank you,  
Sara

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**From:** Gray, Molly <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>  
**Sent:** Monday, April 20, 2020 2:33 PM  
**To:** Jewett, Sara <[Sara.Jewett@vermont.gov](mailto:Sara.Jewett@vermont.gov)>; Fry, Jerry <[Jerry.Fry@vermont.gov](mailto:Jerry.Fry@vermont.gov)>  
**Subject:** RE: Follow-up

Hi Sara, Hi Jerry –

Thanks for your help and Jerry, it was great to connect late last week. I'm looping back to see if you were heard back as to whether (full or partial) leave for political activity is covered under the current policy?

Best regards,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
109 State Street  
Montpelier, Vermont 05609  
802-828-0280  
[molly.gray@vermont.gov](mailto:molly.gray@vermont.gov)

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**From:** Jewett, Sara <[Sara.Jewett@vermont.gov](mailto:Sara.Jewett@vermont.gov)>  
**Sent:** Thursday, April 16, 2020 4:03 PM  
**To:** Gray, Molly <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>  
**Subject:** RE: Follow-up

Hi Molly,

Thanks for reaching out, it was nice talking with you yesterday. I am hoping to connect with Labor Relations this afternoon regarding the leave possibilities but haven't been able to get them yet. I know LR is very busy right now, thank you for your patience. I think you should contact benefits directly as they can best give you the details for the different scenarios regarding the medical benefits piece. Jerry Fry is the best and I told him you'd be reaching out. I also included the Political Activity Policy below. I will get back to you ASAP with the info. From LR

Fry, Gerald C  
Email [jerry.fry@vermont.gov](mailto:jerry.fry@vermont.gov)

[https://humanresources.vermont.gov/sites/humanresources/files/documents/Labor\\_Relations\\_Policy\\_FEO/Policy\\_Procedure\\_Manual/Number\\_5.7\\_POLITICAL\\_ACTIVITY.pdf](https://humanresources.vermont.gov/sites/humanresources/files/documents/Labor_Relations_Policy_FEO/Policy_Procedure_Manual/Number_5.7_POLITICAL_ACTIVITY.pdf)

Thank you!  
Sara

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**From:** Gray, Molly <[Molly.Gray@vermont.gov](mailto:Molly.Gray@vermont.gov)>

**Sent:** Thursday, April 16, 2020 11:17 AM  
**To:** Jewett, Sara <[Sara.Jewett@vermont.gov](mailto:Sara.Jewett@vermont.gov)>  
**Subject:** Follow-up

Hi Sara,

Thanks for taking my call yesterday I m working to set up a meeting with Domenica Were you able to learn anything further about (1) the coding for leave for political activity and (2) the hours required to retain health benefits?

Best,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
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**From:** [Gray, Molly](#)  
**To:** [Padula, Domenica](#)  
**Subject:** Off/Annual Leave - Wednesday and Thursday afternoon this week  
**Date:** Monday, April 20, 2020 3:28:41 PM

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Hi Domenica,

I hope you are hanging in there and had a good weekend. I'd like to take Wednesday and Thursday (afternoon – 12:30 on) off this week and use some of my annual leave.

Separately, I'm waiting for further information from Sara Jewett and Jay Fry whom I spoke with last week and will loop back shortly about setting up a time to discuss work schedule for the coming months.

More soon,  
Molly

Molly R. Gray, Assistant Attorney General  
Vermont Attorney General's Office  
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802-828-0280  
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