

From: [Lumm, Jane](#)
To: [Postema, Stephen](#)
Subject: RE: Meeting Request and Invitation -- NEED TO RESCHEDULE
Date: Thursday, April 4, 2019 3:55:00 PM

Sounds good and see you tomorrow at 4:15.

From: Postema, Stephen <SPostema@a2gov.org>
Sent: Thursday, April 4, 2019 3:54 PM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: Meeting Request and Invitation -- NEED TO RESCHEDULE

I am back in anyway at 3.00. Didnt want my out of office to confuse. Happy to join.

On Thu, Apr 4, 2019 at 3:51 PM -0400, "Lumm, Jane" <JLumm@a2gov.org> wrote:

Not necessary for you to attend, but do think that this conversation has legal relevance. Thanks, again, Jane

From: Postema, Stephen <SPostema@a2gov.org>
Sent: Thursday, April 4, 2019 3:28 PM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Eaton, Jack <JEaton@a2gov.org>
Subject: Re: Meeting Request and Invitation -- NEED TO RESCHEDULE

Will be there although out of office on.

On Thu, Apr 4, 2019 at 3:26 PM -0400, "Lumm, Jane" <JLumm@a2gov.org> wrote:

Thanks, and unless I hear otherwise, let's assume we're meeting at 4:15 tomorrow, 3rd flr. conf. room. -Jane

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I'm OK with 415

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734-794-6161

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To: [Lazarus, Howard](#)
Subject: Re: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 8:43:19 PM

Thank you. That's all that's needed. Jane

Sent from my iPhone

On Apr 3, 2019, at 8:01 PM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

The room is reserved. Please let me know if there is any other support needed.

Howard S Lazarus
Sent from my iPhone

On Apr 3, 2019, at 6:47 PM, Lumm, Jane <JLumm@a2gov.org> wrote:

Thank you.

Sent from my iPhone

On Apr 3, 2019, at 6:44 PM, Lazarus, Howard
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I will check on the availability of the room.

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On Apr 3, 2019, at 5:59 PM, Lumm, Jane
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Thank you. 2 p.m., your office or the 3rd floor conference room, Mr. Lazarus? This is a confidential personnel discussion resulting from an employee confidentially contacting me.

Jane

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<JEaton@a2gov.org>

Subject: Re: Meeting Request and
Invitation

I am not available until 1.30 on
Friday. Although I could

possible be available at 10.30.

On Wed, Apr 3, 2019 at 4:09 PM
-0400, "Lumm, Jane"

<JLumm@a2gov.org> wrote:

Mr. Lazarus,

I would like to schedule a meeting to discuss a personnel matter, and would like to meet on Friday if at all possible and doable for you. By way of this message, I am also inviting Mr. Postema, Mayor Taylor and CM Eaton as this is a matter about which they should also be informed.

If you could suggest some times for meeting on the 5th, I would be most grateful. I would suggest reserving up to 90 minutes.

Thank you, Jane

From: [Lumm, Jane](#)
To: [Lazarus, Howard](#)
Subject: Re: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 6:47:28 PM

Thank you.

Sent from my iPhone

On Apr 3, 2019, at 6:44 PM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

I will check on the availability of the room.

Howard S Lazarus
Sent from my iPhone

On Apr 3, 2019, at 5:59 PM, Lumm, Jane <JLumm@a2gov.org> wrote:

Thank you. 2 p.m., your office or the 3rd floor conference room, Mr. Lazarus? This is a confidential personnel discussion resulting from an employee confidentially contacting me.

Jane

From: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Sent: Wednesday, April 3, 2019 5:56 PM
To: Eaton, Jack <JEaton@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: RE: Meeting Request and Invitation

2:00 will work for me

Christopher Taylor
Mayor of the City of Ann Arbor
301 East Huron Street
Ann Arbor, Michigan 48104
734-794-6161

From: Eaton, Jack
Sent: Wednesday, April 03, 2019 5:54 PM
To: Lumm, Jane
Cc: Postema, Stephen; Lazarus, Howard; Taylor, Christopher (Mayor)
Subject: Re: Meeting Request and Invitation

I am available at 2:00 pm Friday.

Jack

Sent from my iPhone

On Apr 3, 2019, at 5:54 PM, Lumm, Jane <JLumm@a2gov.org> wrote:

Thank you Messrs. Lazarus and Postema, May I suggest 2 p.m.? Thank you, Jane

From: Postema, Stephen <SPostema@a2gov.org>
Sent: Wednesday, April 3, 2019 4:32 PM
To: Lazarus, Howard <HLazarus@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>
Subject: Re: Meeting Request and Invitation

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Thank you, Jane

From: [Lumm, Jane](#)
To: [Taylor, Christopher \(Mayor\)](#); [Eaton, Jack](#)
Cc: [Postema, Stephen](#); [Lazarus, Howard](#)
Subject: RE: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 5:59:00 PM

Thank you. 2 p.m., your office or the 3rd floor conference room, Mr. Lazarus? This is a confidential personnel discussion resulting from an employee confidentially contacting me.

Jane

From: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Sent: Wednesday, April 3, 2019 5:56 PM
To: Eaton, Jack <JEaton@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: RE: Meeting Request and Invitation

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Christopher Taylor
Mayor of the City of Ann Arbor
301 East Huron Street
Ann Arbor, Michigan 48104
734-794-6161

From: Eaton, Jack
Sent: Wednesday, April 03, 2019 5:54 PM
To: Lumm, Jane
Cc: Postema, Stephen; Lazarus, Howard; Taylor, Christopher (Mayor)
Subject: Re: Meeting Request and Invitation

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Sent from my iPhone

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From: Postema, Stephen <SPostema@a2gov.org>
Sent: Wednesday, April 3, 2019 4:32 PM
To: Lazarus, Howard <HLazarus@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>
Subject: Re: Meeting Request and Invitation

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If you could suggest some times for meeting on the 5th, I would be most grateful. I would suggest reserving up to 90 minutes.

Thank you, Jane

From: [Taylor, Christopher \(Mayor\)](#)
To: [Eaton, Jack](#); [Lumm, Jane](#)
Cc: [Postema, Stephen](#); [Lazarus, Howard](#)
Subject: RE: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 5:56:05 PM

2:00 will work for me

Christopher Taylor
Mayor of the City of Ann Arbor
301 East Huron Street
Ann Arbor, Michigan 48104
734-794-6161

From: Eaton, Jack
Sent: Wednesday, April 03, 2019 5:54 PM
To: Lumm, Jane
Cc: Postema, Stephen; Lazarus, Howard; Taylor, Christopher (Mayor)
Subject: Re: Meeting Request and Invitation

I am available at 2:00 pm Friday.

Jack

Sent from my iPhone

On Apr 3, 2019, at 5:54 PM, Lumm, Jane <JLumm@a2gov.org> wrote:

Thank you Messrs. Lazarus and Postema, May I suggest 2 p.m.? Thank you, Jane

From: Postema, Stephen <SPostema@a2gov.org>
Sent: Wednesday, April 3, 2019 4:32 PM
To: Lazarus, Howard <HLazarus@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>
Subject: Re: Meeting Request and Invitation

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Thank you, Jane

From: [Lumm, Jane](#)
To: [Postema, Stephen](#); [Lazarus, Howard](#)
Cc: [Taylor, Christopher \(Mayor\)](#); [Eaton, Jack](#)
Subject: RE: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 5:54:00 PM

Thank you Messrs. Lazarus and Postema, May I suggest 2 p.m.? Thank you, Jane

From: Postema, Stephen <SPostema@a2gov.org>
Sent: Wednesday, April 3, 2019 4:32 PM
To: Lazarus, Howard <HLazarus@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>
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If you could suggest some times for meeting on the 5th, I would be most grateful. I would suggest reserving up to 90 minutes.

Thank you, Jane

From: [Lumm, Jane](#)
To: [Taylor, Christopher \(Mayor\)](#); [Lazarus, Howard](#)
Cc: [Postema, Stephen](#); [Eaton, Jack](#)
Subject: RE: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 5:44:00 PM

Thank you. This is not appropriate for an Administration Cte. conversation. Jane

From: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Sent: Wednesday, April 3, 2019 4:55 PM
To: Lumm, Jane <JLumm@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>
Subject: RE: Meeting Request and Invitation

CM Lumm,

Thank you for this. Can you please check in with Mr. Postema to determine whether this would best be an Administration Committee conversation?

Christopher

Christopher Taylor
Mayor of the City of Ann Arbor
301 East Huron Street
Ann Arbor, Michigan 48104
734-794-6161

From: Lumm, Jane
Sent: Wednesday, April 03, 2019 4:09 PM
To: Lazarus, Howard
Cc: Postema, Stephen; Taylor, Christopher (Mayor); Eaton, Jack
Subject: Meeting Request and Invitation

Mr. Lazarus,

I would like to schedule a meeting to discuss a personnel matter, and would like to meet on Friday if at all possible and doable for you. By way of this message, I am also inviting Mr. Postema, Mayor Taylor and CM Eaton as this is a matter about which they should also be informed.

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Thank you, Jane

From: [Postema, Stephen](#)
To: [Lazarus, Howard](#); [Lumm, Jane](#)
Cc: [Taylor, Christopher \(Mayor\)](#); [Eaton, Jack](#)
Subject: Re: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 4:32:15 PM

I am not available until 1.30 on Friday. Although I could possible be available at 10.30.

On Wed, Apr 3, 2019 at 4:09 PM -0400, "Lumm, Jane" <JLumm@a2gov.org> wrote:

Mr. Lazarus,

I would like to schedule a meeting to discuss a personnel matter, and would like to meet on Friday if at all possible and doable for you. By way of this message, I am also inviting Mr. Postema, Mayor Taylor and CM Eaton as this is a matter about which they should also be informed.

If you could suggest some times for meeting on the 5th, I would be most grateful. I would suggest reserving up to 90 minutes.

Thank you, Jane

From: [Lazarus, Howard](#)
To: [Lumm, Jane](#)
Subject: RE: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 4:20:33 PM

I am free all afternoon on Friday.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104
T: 734-794-6110 ext41102
E: hlazarus@a2gov.org
www.a2gov.org



EVERYWHERE · EVERYONE · EVERY DAY.
a2gov.org/A2BeSafe

From: Lumm, Jane <JLumm@a2gov.org>
Sent: Wednesday, April 3, 2019 4:10 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>;
Eaton, Jack <JEaton@a2gov.org>
Subject: Meeting Request and Invitation

Mr. Lazarus,

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Thank you, Jane

From: [Lumm, Jane](#)
To: [Lazarus, Howard](#)
Cc: [Postema, Stephen](#); [Taylor, Christopher \(Mayor\)](#); [Eaton, Jack](#)
Subject: Meeting Request and Invitation
Date: Wednesday, April 3, 2019 4:09:00 PM

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Thank you, Jane

From: [Lumm, Jane](#)
To: [Eaton, Jack](#)
Subject: Fwd: City Administrator and City Attorney surveys
Date: Friday, March 29, 2019 1:21:23 PM
Attachments: [image001.png](#)

What she is requesting is not appropriate. Where is this coming from???

Sent from my iPhone

Begin forwarded message:

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: March 29, 2019 at 1:20:24 PM EDT
To: "Taylor, Christopher (Mayor)" <CTaylor@a2gov.org>
Cc: "Grand, Julie" <JGrand@a2gov.org>, "Eaton, Jack" <JEaton@a2gov.org>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: **Re: City Administrator and City Attorney surveys**

She needs to do her job. Whoever does this work needs HR to run the online surveys (yes we can have a 3rd party compile), provide contracts when requested, assist with the resolutions, maintain the City Attorney and City Administrator personnel files, etc., etc., etc. It's administrative support that make her uncomfortable? Think about that. It makes no sense.

Only way this would be uncomfortable for Robyn and her HR staff is if they're reading and discussing the evaluations -- which her note very uncomfortably implies. She/they need to be and act professionally.

I'm going to ask around to see how other gov'ts. operate -- to see if they utilize internal HR Dept's. to provide administrative support to elected officials charged with conducting staff evaluations.

Jane

Ms. Wilkerson,

Could you please send me your email request that you are referring to? Neither Mr. Lazarus nor Mr. Postema indicated or shared that you wanted HR removed from the evaluation process. In fact, in years prior, your office has been more involved than it was in this year's evaluation process, and never before have you raised this as a concern.

I'm not one to change "rules" or procedures in the "middle of the game", and so for this year's evaluation process, I would not make any changes as to how records are managed/filed (this is, basically, all we're asking HR to do and I am assuming HR's personnel files are secure).

As for the files of previous City Administrators and City Attorneys, I also think it would not be appropriate to transfer these personnel files outside of HR.

As the HR Director, I would like to better understand why it is uncomfortable for HR to provide administrative support (the only type of support we request) to the council Cte. charged with the City Attorney and City Administrator's evaluations. Alternatively, council will have to outsource this HR assistance, conduct the evaluations through another web provider, etc., etc. if the City HR Department is unable or unwilling to provide the needed administrative assistance.

I would be available to meet to discuss this with you and your staff.

Jane

Sent from my iPhone

On Mar 29, 2019, at 11:03 AM, Taylor, Christopher (Mayor) <CTaylor@a2gov.org> wrote:

Ms Wilkerson,

Thank you for this. Unless either CML or CMG have a concern, this seems like a reasonable solution.

Christopher

From: Wilkerson, Robyn <RWilkerson@a2gov.org>
Sent: Friday, March 29, 2019 8:31 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Cc: Lumm, Jane <JLumm@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: City Administrator and City Attorney surveys

Dear Mayor and CM's,

Several months ago, I respectfully requested to the City Administrator that HR be removed from any future City Administrator or City Attorney evaluation processes. Being involved has put my team and I in an uncomfortable position and I believe that these processes are better handled outside the organization.

To that end, I would like to have all historical data downloaded to an external drive and removed from our survey software.

My question is where this data should reside. Mayor's office?

Any guidance would be greatly appreciated.

Thanks!

Robyn

<image001.png>

From: [Lumm, Jane](#)
To: [Taylor, Christopher \(Mayor\)](#)
Cc: [Grand, Julie](#); [Eaton, Jack](#); [Griswold, Kathy](#)
Bcc: [Jane Lumm \(E-mail\)](#)
Subject: Re: City Administrator and City Attorney surveys
Date: Friday, March 29, 2019 1:20:27 PM
Attachments: [image001.png](#)

She needs to do her job. Whoever does this work needs HR to run the online surveys (yes we can have a 3rd party compile), provide contracts when requested, assist with the resolutions, maintain the City Attorney and City Administrator personnel files, etc., etc., etc. It's administrative support that make her uncomfortable? Think about that. It makes no sense.

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To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Cc: Lumm, Jane <JLumm@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
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Thanks!

Robyn

<image001.png>

From: [Taylor, Christopher \(Mayor\)](#)
To: [Wilkerson, Robyn](#)
Cc: [Lumm, Jane](#); [Grand, Julie](#)
Subject: RE: City Administrator and City Attorney surveys
Date: Friday, March 29, 2019 11:03:37 AM
Attachments: [image001.png](#)

Ms Wilkerson,

Thank you for this. Unless either CML or CMG have a concern, this seems like a reasonable solution.

Christopher

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To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
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Robyn



Robyn S. Wilkerson | Director, Human Resources and Labor Relations
Internal x41201 | Direct dial (734) 794-6121 | (734) 994-5961 (fax)



Think Green! Don't print this e-mail unless you need to.