

From: [Lazarus, Howard](#)
To: [Fournier, John](#)
Subject: RE: Quick Call
Date: Thursday, February 13, 2020 7:35:00 AM

My best guess is that the effective date will be on or about February 29th.

Howard S. Lazarus
City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

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

From: Fournier, John <JFournier@a2gov.org>
Sent: Thursday, February 13, 2020 6:08 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Re: Quick Call

Howard,

Wow, this is happening quickly. I am sorry that I won't be there to provide support to you and our colleagues. The team is going to be shocked and I am sure saddened.

Will the termination be effective on Tuesday, or will there be a transition period?

I have a Skype interview setup for Saturday evening EST with the investigator.

-John

John Fournier
Assistant City Administrator
Interim Director of Human Resources and Labor Relations City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104

> On Feb 13, 2020, at 8:08 PM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

>

> John:

>

> Thank you for reaching out. Hope you are having a G'Day mate. We will probably need to schedule a Skype call for the AAPD Chief investigator.

>

> I have scheduled a quick team meeting on Tuesday morning to let our leaders know that a resolution to terminate the contract of the City Administrator will be added to Council's agenda for that evening's meeting. The item will appear on the final published agenda:

>

> Howard S Lazarus

> Sent from my iPhone

>

>> On Feb 13, 2020, at 12:15 AM, Fournier, John <JFournier@a2gov.org> wrote:

>>

>> Howard,

>>

>> What are your thoughts on a quick Skype call in the next day or so? I noticed that you scheduled an executive team meeting for Tuesday, and if there is going to be some news I'd like to be caught up in case anyone from the executive team reaches out to me. If you don't think it will be necessary, then I can certainly wait.

>>

>> Thanks,

>> John

>>

>> John Fournier

>> Assistant City Administrator

>> Interim Director of Human Resources and Labor Relations City of Ann

>> Arbor

>> 301 E. Huron Street

>> Ann Arbor, MI 48104

From: [Lazarus, Howard](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: RE: List
Date: Friday, February 14, 2020 12:34:44 PM

With the understanding that I had to look up what “inchoate” meant as opposed to “in chocolate,” I am providing the extensive but less than complete list below:

External

The CA sits on the board of the Downtown Development Authority (DDA). The initiatives that are in development include the following:

- Coordination of affordable housing on public lands, specifically the Y-Lot, 415 W Washington, the Palio Lot, the Klines Lot, 4th and Catherine, and the lot on Ashley. I have been actively involved working among the County, UM, AAHC, WHA, and AAPS on these issues. The addition of parking at the Ann-Ashely lot is also related to the development of affordable housing.
- The DDA’s People Friendly Streets initiative is currently pursuing completion of the Huron Street project and the one-way to two-way conversions (with protected bicycle lanes) on Ashley and 1st. I have been able to serve as an effective interface with MDOT, DTE and property owners on this initiative.
- The State Street project is currently in the scoping phase, and I am working among DDA, the State Street Association, and UM to develop a “festival street” concept.
- Scoping is in progress for the North University Street project.
- Working as a “Corporate Sponsor” on the South University project.
- DDA is fleshing out its future as a service provider, particularly in the areas of solid waste/recycling and alley way management and events management/coordination. I have been the one pushing these ideas, which are still “inchoate.”

I think it important to stress that my background as a civil (if not always nice) engineer and leading Public Works Director is a “value added” that will be lost.

I have a strong relationship with Dr. Schlissel, Ms. Wilbanks, and Mr. Rein at UM. The initiatives being developed (granted with long gestation periods) involve replacement of Fire Station 5 with a Net-Zero energy facility that is better located to address response times; consideration of placing affordable housing on North Campus, redevelopment of the former Fingerle Property, the potential WATCO transloading operation off of State Street, carbon neutrality, and reconsideration of the Connector Project (with relationship to the Ann Arbor Station).

I sit on the board of the Washtenaw Housing Alliance (WHA), which is helpful as an advocacy group.

I sit on the Projects Subcommittee of the County Road Commission, which is helpful in protecting the City's interest on funding matters and in pushing for a County-wide Mobility Plan.

I have initiated discussions with Representative Dingell's staff on reclaiming the Federal Building lot.

I am involved with Simon Properties on redevelopment of the Sears property at Briarwood Mall.

I am working the Jeff Hauptman and others as it relates to the State and Eisenhower area.

I am supporting John Fournier and Missy Stults on the Landfill Solar Farm project.

Town Supervisor Grewal and I have a working relationship to address South State Street between I94 and Ellsworth. We have also had casual conversations about the future of the airport.

I sit on the Ann Arbor SPARK Board. Work in progress includes the Michigan Avenue – Washtenaw Avenue Mobility Corridor; Wacker relocation, and other business recruitment and retention initiatives.

I am working with Ms. Petersen on the North Main Corridor and potential development of a new boat house and access road in Bandemere Park.

I have developed a relationship with Joe O'Neal, Norm Herbert on the Treeline Trail. This is an effort that is being pieced together using primarily "OPM" (Other People's Money).

I am the co-developer of the Future Corps program with Loir Roddy at the Neutral Zone.

I planted the seed of the UM Affordable Housing Accelerator with Peter Allen.

I sit on the MML Transportation and Infrastructure Committee, which is useful in helping to shape related legislation at the state level.

It is important to note that "but for" my involvement on the Allen Creek Berm Opening Project, it would have not reached the point of construction. Of note is the relationship I have formed with Mike Martin, who has been very helpful with this and other issues (e.g. providing an alternate access to the Islamic Center via First Martin property).

Beyond work that is imminent and the items above, I have personal relationships with Greg Dill, Jeanice Swift, Mary Kerr, Mark Washington (GR City Manager), Mark de la Vergne (City of Detroit Mayor's Mobility Guru), the Big Ten City Managers group, our state representatives, Paul Ajegba and Dee Parker (MODT), Jim Sayer (UMTRI), William Hampton, Sally Petersen, John Mirsky, and others.

Internal

We are developing several "Work Place of Choice" initiatives that include our non-union Success Strategies development program, including the "mid-point in 5" and mid-career "mini-sabbatical"

programs, improved recruiting and on-boarding processes, performance coaching, further development of the Future Corps and our DEI program.

The Carbon Neutrality Program will continue to need an internal sponsor. I will also want to elevate the OSI Manager to an SAA in status and compensation.

I would like to partner with WCWB on a more active bicycling event program.

Mark Washington and I have talked about staff exchanges between A2 and GR.

I am considering creating a Community Engagement Group under the ACA.

The Priority Based Budgeting and Decision Making process is in its infancy

Tom Crawford and I are working on de-risking our pension and OPEB liabilities.

I am working with COAM and AAPOA on police officer transition issues, potentially including a DROP or retention/separation agreement.

The HR Cultural Assessment and hiring of an HR Director is ongoing.

Depending upon the outcome of the investigation into AAPD leadership, we will need to address some operational concerns. Those will need to be settled before we move forward with any Community Policing issues.

The funding for the Fire Station replacement program will need to be protected.

IT is working on our data systems to support the Smart Cities initiative as well as our development of data-based decision models and performance measures and “auto-magically” populated external-facing dashboards.

I have been providing support to the City Attorney on the most exceptional work he is doing on Gelman.

The contracting approach for design and construction of Water Treatment Plant renovations needs the CA’s support.

I would like to turn parking enforcement over to DDA and transfer Code Compliance to Community Services.

Closing Thought

There is obviously a lot going on, and there is a bit of “chaos” theory in keeping up with all of this. There will inevitably some loss of momentum with the change of the CA. I have some other thoughts about any path forward that we can discuss prior to Tuesday at your convenience.

Howard S. Lazarus

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301 E Huron Stree
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

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

Sent: Friday, February 14, 2020 8:00 AM

To: Lazarus, Howard <HLazarus@a2gov.org>

Subject: RE: List

Yes indeed. Thank you.

I would be grateful too for a list of ongoing, inchoate projects that require City Administrator engagement.

From: Lazarus, Howard <HLazarus@a2gov.org>

Sent: Thursday, February 13, 2020 4:10 PM

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

Subject: List

This is list of “above and beyond” items you requested. Probably not complete but still prodigious.

Safety Services**Fire Department**

- Engaged new Fire Chief and two new Assistant Fire Chiefs
- Became first PFAS-free Fire Department in the State of Michigan
- Completed Fire Station Location Master Plan
- Began design process for first Net-Zero Fire Stations in the State of Michigan
- Began coordination with UM over replacement of Fire Station 5
- Added solar panels to Fire Station 6 in collaboration with UM students and community partners
- Saved over \$500,000 in annual costs through repositioning and repurposing of equipment
- Developed Fire House dashboard using Yellow Fin software.
- Decreased response times through training and emphasis.
- Decreased cost of Fire Prevention Inspections to the General Fund and increased efficiency of Fire Inspectors
- Negotiated new IAFF contract prior to expiration of existing contract

- New IAFF contract was approved with only 2 dissenting votes
- Negotiated new Assistant Fire Chiefs contract
- Launched Fire Cadet program to increase diversity in hiring
- Obtained \$1M in additional Fire Protection grants from the State
- No fire related injuries or deaths in FY20 YTD
- Scheduled and conducted quarterly emergency management exercises
- Completed FEMA accreditation training and validation exercise with community partners

Police Department

- Launched Independent Community Police Oversight Commission
- Engaged two new Deputy Chiefs, including AAPD's first woman DC
- Reinstated Special Victims Unit
- Transition Interceptor Vehicles to hybrids
- Achieved CALEA accreditation
- Negotiated new Deputy Chiefs contract
- Negotiating new AAPOA contract without arbitration
- Reinstated downtown walking and bicycling patrols

Financial and Administrative Services

Finance and Budget

- Provided sustainable budgets that meet needs and priorities
- Maintained funding of pension and post-employment benefit funds at appropriate levels
- Supported and managed implementation of quarterly performance measurement/financial reviews
- Managed staff transition and training
- Supported financing of affordable housing initiatives

Risk Management

- Identified ~\$3M in excess funds that have been applied to one-time needs
- Managed costs for medical benefits within state caps that prevented additional costs to City employees

Procurement

- Development and implemented Environmentally Responsible Procurement practices policy that is being used as a national template
- Launched On Base application for paperless contract document review and approval

IT

- Completed construction of I-Net
- Launched Smart Cities Strategic Planning
- Implementing plan to provide external dashboard reporting
- Improved network wide security and availability
- Supported deployment and integration of Yellow Fin, e-Trakit replacement, City Works, and other software packages

Assessor

- Effectively managed leadership transition of Assessor's Office
- Supported initiative to change tax-treatment of residential solar systems

Public Services

Utilities (Water, Wastewater, Storm Water)

- Completed construction of Wastewater Treatment Plant Upgrades
- Instituted sanitary sewer inspection program to prevent overflows
- Improved filters at Water Treatment Plant to achieve non-detect for 1,4-Dioxane and PFAS/PFOA
- Became state-wide and national leader in PFAS/PFOA treatment and communications
- Supported City Attorney in Gelman deliberations
- Planned for upgrades to Water Treatment Plant
- Reinstated Urban Forestry Maintenance Plan
- Recommitted to planting 1,000 trees per year
- Set aside funds for dam repairs
- Conducted studies on dam and hydroelectrical facilities structural needs
- Began development and implementation of Asset Management Plans

Engineering/Transportation

- Initiated update to Transportation Master Plan
- Implemented expanded pedestrian and bicycle improvements Citywide
- Hired leading edge Transportation Manager
- Implemented capital preventive maintenance work as part of Pavement Asset Management Plan
- Managed all partners on Allen Creek Berm Opening Project to begin construction with no City money.
- Supported Treeline Trail partners and the Center of the City Task force.
- Completed crosswalk design standards
- Moved Ann Arbor Station project through FRA

Resource Recovery/Solid Waste

- Updated Solid Waste Resource Management Plan
- Began negotiations on MRF contract
- Hired new Resource Recovery Manager

Community Services

- Commenced Master Plan revision
- Conversion to eTrackit replacement
- Digitized all City records
- Advanced redevelopment of MICHCON/DTE site
- Supported AAHC plans for building affordable housing on City-owned parcels
- Reached 6,000 acres in Greenbelt holdings
- Implemented Deer Management program

City Administrator's Office

- Recommended and implemented formation of Transportation Commission and Council Policy Agenda Committee
- Lead state-level initiatives adopt statutes addressing vulnerable road users and tax treatment of residential solar systems
- Collaborated with the Neutral Zone to develop the Future Corps
- Worked through the DDA to develop and implement People Friendly Streets projects, including William Street Cycletrack and 1st and Ashley conversions
- Negotiated change in DDA Parking agreement to increase revenues to the City's General Fund
- Collaborated with UM on infrastructure, operational, strategic, and relationship issues
- Laid foundation for UM Housing Accelerator concept
- Developed UM "Collaboratorium" agreement
- Improved collaboration and relationships with the Ann Arbor Public Schools System

Safety

- Implemented hazard mitigation program that decreased Public Works accidents by 50%
- Implemented training program with >90% completion of assigned tasks citywide
- Implemented Guest Services counter and staffing in City Hall
- Upgraded fall protection at City facilities
- Collaborated on A2 Be Safe Program

City Clerk

- Instituted protocols to "Promote the Vote" and implement no-reason absentee ballots and same day registration
- Instituted voting engagement programs through multi-language selfie stations and "design your own I Voted" sticker initiatives
- Collaborated with UM School of Information on Wait Line Tracking application, which won a national award
- Created and implemented the A2 Citizens Academy
- Launched eComment and Board and Commission management modules on Legistar
- Implemented marijuana licensing protocols

Fleet and Facilities

- Began Green Fleet and Clean and Renewable Energy initiative implementation
- Executing EA on runway relocation and extension
- Established and began sinking funding for capital asset maintenance and repair

Communications

- Developed and launched A2 BE SAFE program
- Developed and launched Quality Water Matters e-publications
- Developing improved community engagement toolkit items

Human Resources

- Launched new modules and procedures to improve recruiting practices
- Modified personnel policies to address legalization of marijuana use

- Initiated Diversity, Equity and Inclusion (DEI) quarterly reporting
- Launched DEI training and development of DEI strategic plan
- Developed and launched Future Corps program in partnership with the Neutral Zone
- Initiated cultural assessment of Human Resources and Labor Relations Department
- Negotiated labor agreements so that all are current or pending approval without arbitration
- Implemented 12 week Paid Parental Leave policy
- Implemented internal peer-based Compensation Committee for non-union staff.
- Developed mid-career “mini-sabbatical” for non-union staff.

Sustainability and Innovations

- Created new office and developed comprehensive workplace
- Launched A2Zero initiative
- Working with Pittsfield Township and DTE to develop solar farm on City landfill site to produce 24 MW of renewable energy
- Developing Carbon Neutrality Plan to address Council-declared Climate Crisis resolution
- Conducted inventory of City and community carbon emissions
- Ensured City staff presence on UM Climate Task Force
- Placed City staff on MML Environment Committee
- Launched Sustaining Ann Arbor Together neighborhood partnering microgrant program
- Developed plan for Celebration of 50th Earth Day with corporate partners

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
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From: [Lazarus, Howard](mailto:Lazarus.Howard)
To: [Postema, Stephen \(SPostema@a2gov.org\)](mailto:SPostema@a2gov.org)
Cc: chaney@sppplaw.com
Subject: FW: Agreement.
Date: Friday, February 14, 2020 5:12:00 PM
Attachments: [Final - Separation Agreement 2-13-2020.docx](#)

Stephen:

Thank you for sending the revised copy of the separation agreement. I have copied my attorney, Ms. Nakisha Chaney so that she may also review the changes. I understand you would like a response on Monday, if possible given that Monday, February 17, 2020 is a federal holiday. In addition to and not contrary to any changes Ms. Chaney may recommend on my behalf, I do have the following notes:

Paragraph 6: I am not a participant in the City of Ann Arbor Employees Retirement System/pension plan, but instead have a 401A account and a 457 account. Please confirm all rights to both accounts are conveyed via this language.

Paragraph 12: The definition of reasonable and allocable costs should be applied equally and fairly to both parties.

Howard S. Lazarus

City Administrator
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From: Postema, Stephen <SPostema@a2gov.org>
Sent: Friday, February 14, 2020 4:49 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Agreement.

** Attached file(s):
Final - Separation Agreement 2-13-2020.docx

Stephen K. Postema
Ann Arbor City Attorney
City of Ann Arbor

301 E. Huron Street
Ann Arbor, MI 48104
T: 734-794-6189
C: 734-846-1495
E: spostema@a2gov.org

SEPARATION AND RELEASE

Deleted: AGREEMENT

AGREEMENT ("Agreement") made this _____ day of February 2020, by and between _____ ("Employee") and the City of Ann Arbor ("City"). Employee and City are referred to in this Agreement collectively as "Parties".

Definitions: For purposes of this Agreement:

A. "Employee" means Employee, his heirs, personal representatives, and assigns.

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B. The "City" means the City of Ann Arbor, its departments, division, boards, committees, and all past and present officers, City Council Members, employees and agents, in both their individual and representative capacities.

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WHEREAS, Employee is employed by the City as the City Administrator under an employment contract dated May 9, 2016, as amended ("Employment Contract");

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WHEREAS, the City wishes to terminate the employment relationship with Employee effective February 29, 2020;

WHEREAS, Employee and the City wish to settle and resolve all matters pertaining to Employee's employment with the City and Employee's separation from employment with the City and have an orderly transition; and

WHEREAS, the City, without any admission of liability, agrees to resolve this matter as set forth below.

THEREFORE, in consideration of the promises and agreements set forth below, Employee and the City agree as follows:

1. Employee will conclude his employment with the City on February 29, 2020 ("Termination Date").

Deleted: _____ ?

2. Pursuant to Section 2(B)(2) of the Employment Contract, the City will pay Employee the equivalent of twelve (12) months' severance pay. The amount of severance pay will be calculated based on the annual salary Employee was receiving on the Termination Date (\$223,600.00) ("Severance Pay"). This payment will be made in a lump sum within 30 days after the Termination Date. The gross payment will be less any withholdings for taxes, or withholdings authorized by Employee. Employee acknowledges and agrees that this

Deleted: employment contract

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Deleted: date of Employee's termination

payment, after withholdings, will be less than \$223,600.

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3. In addition, pursuant to the Employment Contract, the City will also pay Employee the accrued, but unused, sick and vacation leave time as of the last day of employment, if any, to which the Employee is entitled in accordance with the City's personnel rules, policies and procedures in effect on the Termination Date ("Leave Time Payout"). The Leave Time Payout will be paid within thirty (30) days after the Termination Date.

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Deleted: payment of accrued, but unused, leave time

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4. On behalf of himself, individually, and his heirs, executors, and spouse, Employee unconditionally releases and discharges the City from any and all claims, demands and causes of action of whatever kind or character, joint or several, which Employee has or might claim to have against the City for any and all injuries, harm, damages, penalties, costs, losses, expenses and awards, attorney's fees and/or other liability, if any, whatsoever, arising from the beginning of his employment through the time of Employee's execution of this Agreement, suffered or claimed by Employee as a result of any and all alleged acts, omissions, or events, whether known or unknown, including, but not limited to:

Deleted: , and any of its officers, Council members, employees, agents, and/or representatives,

- a) any injury of any type whatsoever which is claimed by Employee to have arisen out of or in the course of employment with the City or separation from employment with the City, including but not limited to, any express or implied right of employment or termination restricted to circumstances of good or just cause;
- b) alleged violation of rights under any law providing for equal employment opportunity or affirmative action, including but not limited to, the Civil Rights Acts of 1964 and 1991 (42 U.S.C. § 2000d *et seq.*) the Civil Rights Act of 1866 (42 U.S.C. § 1981 *et seq.*), the Americans with Disabilities Act of 1990 (42 U.S.C. § 12101 *et seq.*), the Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 *et seq.*), the Elliott-Larsen Civil Rights Act (MCL 37.2101 *et seq.*), the Persons with Disabilities Civil Rights Act (MCL 37.1101 *et seq.*), the Whistleblowers' Protection Act (MCL 15.361 *et seq.*), or similar federal, state or local laws, ordinances or regulations whether now in existence or subsequently recognized by the common law or enacted by legislative bodies;

- c) any and all claims arising out of, related to, or based upon an alleged violation of the Public Employment Relations Act (MCL 423.201 *et seq.*), the Payment of Wages and Fringe Benefits Act (MCL 408.471 *et seq.*), the Bullard Plawecki Employee Right-to-Know Act (MCL 423.501 *et seq.*), or any other federal, state, or local statute, ordinance, constitution or common law;
- d) breach or violation of due process, any employment policies, practices or procedures, collective bargaining agreement;
- e) emotional distress, pain and suffering, loss of consortium, interference with contractual relations or injury to reputation, and;
- f) any and all claims of retaliation.

The only exclusion from this release and agreement not to sue is a claim that some term of this Agreement has been violated.

5. In consideration of Employee's obligations outlined in this Agreement, the City agrees as follows:

- a) Employee shall be paid an additional lump sum payment of \$1,000. This payment will be made in a lump sum within 30 days after the date of Termination Date. The gross payment will be less any withholdings for taxes, or withholdings authorized by Employee. Employee acknowledges and agrees that this payment, after withholdings, will be less than \$1,000.
- b) Employee acknowledges that the total sum of money referenced in this section is in addition to anything of value for which Employee would otherwise have been entitled. Employee also acknowledges that he is not entitled to any other monies from the City, including but not limited to, any type of bonus, incentive, merit increase, or awards under any City policy, plan, or program, other than the Severance Pay and Leave Time Payout, referenced above.

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6. This Agreement does not affect any rights or benefits Employee may be entitled to in any pension or deferred compensation in which Employee was a participant prior to Employee's separation from City employment. Employee's Employment Contract and the plan documents for such plans govern the rights and obligations of both Parties, which include,

Deleted: employment contract

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but are not limited to, all rights the City has to change, modify, or amend the plans as may be set forth may be in the plan documents. Employee's coverage under the City's medical, vision, and dental programs will continue until the Termination Date, at which time such coverage will terminate in accordance with the plan documents. Pursuant to the Employment Contract, the City's contribution to the Employee's 401(a) plan vested effective June 27, 2019, but the City's contribution to the Employee's Retirement Healthcare Reimbursement Account did not vest by the Termination Date. Employee may be eligible for continued medical benefits following his separation, through COBRA. It is Employee's responsibility to timely complete any paperwork necessary for retiree health care coverage or COBRA coverage and all payments for COBRA coverage are solely the responsibility of Employee. Employee may also be eligible for continued life insurance coverage at his own expense, though the decision on the portability of coverage, coverage type, and any requirements, is within the sole discretion of Unum and not the City. It is Employee's responsibility to timely complete any paperwork necessary to apply for continued life insurance coverage and all payments for any such coverage, if approved by Unum, are solely the responsibility of Employee.

- Deleted:** February 29, 2020
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- Deleted:** retirement, all other employee benefits shall terminate in accordance with the provisions of the benefit plans...

7. Employee understands that he does not waive rights or claims that may arise after the date this Agreement is executed.
8. Following Employee's separation, in the event the City is a party to any litigation, grievance arbitration, or investigatory proceedings relating to events within Employee's knowledge that occurred during the time of his employment, Employee agrees to cooperate with the City and to assist the City and its counsel in connection with such litigation or investigatory proceedings either via an agreed-upon date or subpoena issued to Employee. The City will reimburse Employee for any out-of-pocket expenses (including travel expenses) at an hourly rate of (\$107.50) which is based on Employee's current salary incurred by reason of such cooperation, provided such expenses are reasonable and are documented by proper receipts.
9. Employee agrees to return all property or documents, including, but not limited to

computers, keys, badges, manuals, letters, notes, reports, and memoranda relating directly to the City or City business and obtained by Employee during the period of her employment with the City that are in her possession or under her control. Employee also agrees that she will not retain copies of any City property or documents, with the exception of any documents to which he is otherwise entitled as part of her personnel file. Employee also agrees that he will never disclose or otherwise divulge, furnish, or make accessible to anyone, any confidential information, knowledge or data of the City, or that of its customers, residents, or suppliers, such as plans, pricing and financial data, personnel information, and any other information designated by the City as confidential.

10. Employee agrees not to institute, aid, or participate in any proceeding against or involving the City on behalf of any person or entity, unless subpoenaed. Furthermore, Employee agrees that he will neither take nor encourage any action that disparages the City, or that in any way reflects negatively on the City's business operations or management. Likewise, the City agrees not to disparage the Employee in any way or make any statements, whether written or oral, that reflect negatively on the Employee.

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11. Employee further certifies that he understands the Agreement, that it is entirely satisfactory, and that Employee signs it freely and voluntarily.

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12. If it is determined by a court of competent jurisdiction that Employee violated this Agreement, Employee agrees that he will pay all costs, including reasonable attorneys' fees that the City may incur defending against a suit brought by Employee. Employee also acknowledges that in any such action filed by Employee, this Agreement may be pleaded by the City, both as a defense and as a counter-claim or cross claim in such action. Likewise, if it is determined by a court of competent jurisdiction that the City violated this Agreement, the City agrees that it will pay all reasonable and allocable costs, including reasonable attorneys' fees, that the Employee may incur enforcing the terms and conditions of the Agreement. The parties agree that, damages for breach of this Agreement are capped at 5,000 (except that any amounts to be paid within this Agreement are not included in such damages.)

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13. This Agreement, and any dispute arising in connection with its operation or execution, shall be construed in accordance with and governed by the statutes and common law of the State of Michigan. If a court of competent jurisdiction determines that this Agreement is unenforceable in any respect, such determination shall not affect the validity or enforceability of the remaining provisions of this Agreement or affect the validity or enforceability of this Agreement in any other jurisdiction. The Employee and the City agree that if this Agreement or any provision of this Agreement is held by a court to be invalid or unenforceable because it is too broad in any respect, the Agreement or such provision shall be narrowed by the court to the extent required to be enforceable.

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14. This Agreement reflects the entire agreement of the Parties relative to the subject matter hereof and supersedes any and all prior or contemporaneous oral or written understandings, statements, representations or promises. Following execution of this Agreement, it may not be modified except in writing and signed by both the Employee and the City. The language of the Agreement shall be construed as a whole according to its fair meaning, and not construed strictly for or against either of the Parties.

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Deleted: any party

15. Employee certifies that: a) signing the Agreement is voluntary and that he understands the terms of the Agreement; b) that he has been advised by this document to consult with an attorney and, in fact, has consulted with an attorney before signing the Agreement; and c) that he is aware that he is entitled to 21 days to consider the Agreement but pursuant to the attached waiver, knowingly and voluntarily (after consultation with his attorney), agrees to waive his right to such 21-day period.

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16. Employee may revoke this Agreement within 7 days (if the 7th day is a Saturday, Sunday, or a national holiday, Employee has until the next business day) after he signs the Agreement, by notifying the Mayor in writing. This Agreement is effective after such revocation period has expired.

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WITNESS: _____

EMPLOYEE:

Date:

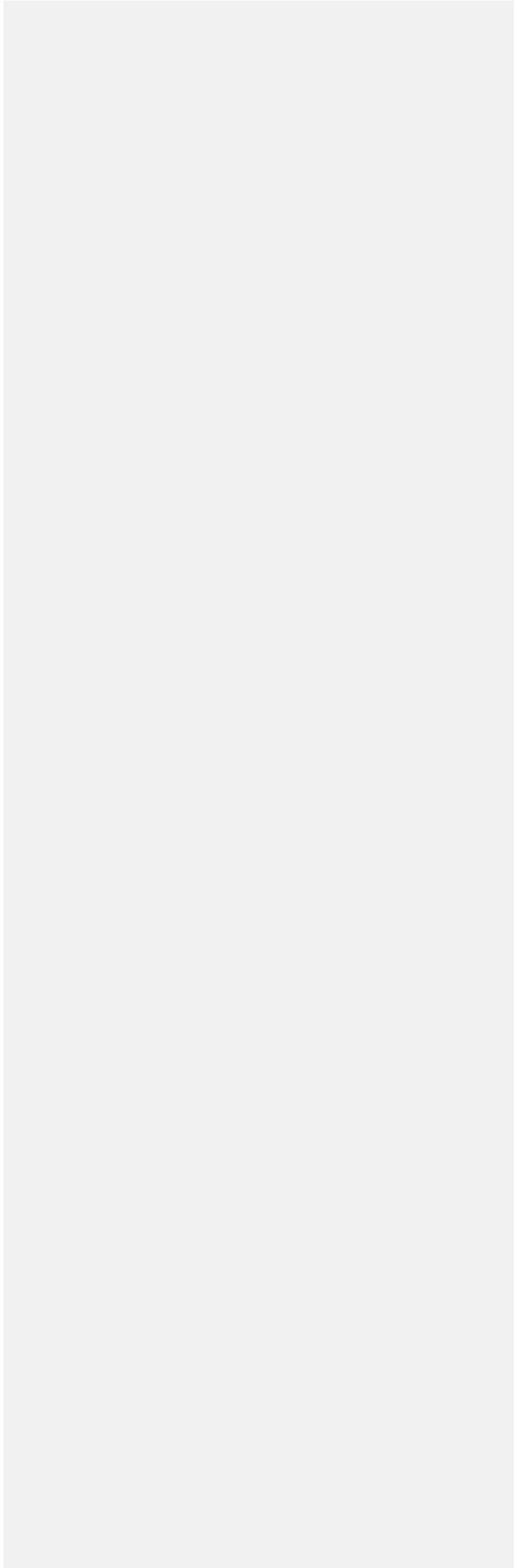
CITY OF ANN ARBOR

By: Mayor Christopher Taylor

Jacqueline Beaudry, City Clerk

Approved as to form:

| _____
Stephen K. Postema



VOLUNTARY WAIVER OF 21 DAY
REVIEW AND CONSIDERATION PERIOD

I UNDERSTAND THAT THE ATTACHED AGREEMENT WITH THE CITY OF ANN ARBOR (“ANN ARBOR”) DELIVERED TO ME ON _____, PROVIDES ME WITH A 21 DAY TIME PERIOD WITHIN WHICH TO CONSIDER THE AGREEMENT. BY SIGNING THIS WAIVER, I KNOWINGLY AND VOLUNTARILY CHOOSE TO WAIVE THE 21 DAY TIME PERIOD, AND UNDERSTAND THAT ALL PROVISIONS OF THE AGREEMENT CONTINUE TO APPLY TO ME.

THE DECISION TO SIGN THIS WAIVER WAS COMPLETELY VOLUNTARY AND IN SO DOING, I HAVE NOT RELIED ON ANY STATEMENT OR PROMISE MADE BY ANN ARBOR OR ITS REPRESENTATIVES.

EMPLOYEE NAME – PRINT

EMPLOYEE SIGNATURE

DATE

From: [Crawford, Tom](#)
To: [Lumm, Jane](#)
Cc: [Eaton, Jack](#)
Subject: Re: Resolution for Feb. 24th work session
Date: Tuesday, February 18, 2020 8:06:49 AM

Thx!

Thanks,
Tom

On Feb 18, 2020, at 8:05 AM, Lumm, Jane <JLumm@a2gov.org> wrote:

Understood and will do. Thanks for your thoughtfulness, and, we want you to be effective. Jane

Sent from my iPhone

On Feb 18, 2020, at 7:59 AM, Crawford, Tom <TCrawford@a2gov.org> wrote:

CM Eaton & Lumm,

Please make sure my name doesn't come up tonight. I appreciate the thought but would like more dialogue this week. Also, raising my name prematurely could hamper my effectiveness with staff.

Thanks,
Tom

Begin forwarded message:

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: February 18, 2020 at 5:11:48 AM EST
To: "Postema, Stephen" <SPostema@a2gov.org>
Cc: "Eaton, Jack" <JEaton@a2gov.org>, "Crawford, Tom" <TCrawford@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>
Subject: Resolution for Feb. 24th work session

Good morning, Stephen,

When you are able, can you draft a resolution appointing Tom Crawford Interim / Acting City Administrator for the 2/24/20 Work Session?

I checked the 2015 resolution appointing Tom as Interim /Acting City Administrator (Tom served very capably in this capacity for ~ 9 months after Steve Powers' departure), and he was paid the City Administrator's salary (at the time of Steve Power's departure, Tom was paid ~ \$155 / \$160K -- the salary range we posted for the position, but then subsequently increased significantly to hire Howard Lazarus).

Consistent with our past and current policy to compensate Interim/Acting Administrator's and Chief's (e.g., Police, Fire, City Administrator) at the same salary as the position earns, and recognizing that these individuals are required to perform at the same high levels, please draft the resolution to recommend the same compensation as the position now provides.

Thank you very much, Jane

Sent from my iPhone

From: [Beaudry, Jacqueline](#)
To: [Ackerman, Zach](#); [Bannister, Anne](#); [Beaudry, Jacqueline](#); [Bowden, Anissa](#); [Crawford, Tom](#); [Eaton, Jack](#); [Fournier, John](#); [Gerhart, Stephen](#); [Grand, Julie](#); [Griswold, Kathy](#); [Harris, David](#); [Hayner, Jeff](#); [Higgins, Sara](#); [Lazarus, Howard](#); [Lumm, Jane](#); [McDonald, Gregory](#); [McDonald, Kevin](#); [Michailuk, Greg](#); [Nelson, Elizabeth](#); [Orcutt, Wendy](#); [Postema, Stephen](#); [Ramlawi, Ali](#); [Satterlee, Joanna](#); [Schopieray, Christine](#); [Smith, Chip](#); [Taylor, Christopher \(Mayor\)](#); [Wondrash, Lisa](#)
Subject: Packet Update for February 18
Date: Tuesday, February 18, 2020 8:35:28 AM
Attachments: [02-18-20 Agenda.pdf](#)

The agenda has been updated as follows:

DC-8 Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus

Jacqueline Beaudry, City Clerk

Ann Arbor City Clerk's Office | Guy C. Larcom City Hall | 301 E. Huron, 2nd Floor · Ann Arbor · MI · 48104
734.794.6140 (O) · 734.994.8296 (F) | Internal Extension 41401
jbeaudry@a2gov.org | www.a2gov.org



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City of Ann Arbor

301 E. Huron St.
Ann Arbor, MI 48104
<http://a2gov.legistar.com/Calendar.aspx>

Meeting Agenda - Final-revised City Council

Tuesday, February 18, 2020

7:00 PM

Larcom City Hall, 301 E Huron St, Second floor,
City Council Chambers

Council meets in Caucus at 7:00 p.m. on the Sunday prior to each Regular Session.

CALL TO ORDER

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL OF COUNCIL

APPROVAL OF AGENDA

AC COMMUNICATIONS FROM THE CITY ADMINISTRATOR

AC-1 [20-0274](#) Response to Resolution R-19-569 - Resolution to Support Center of the City Interim Use and Long Term Planning for the Center of the City/Library Lot Property - February 11, 2020

(City Administrator - Howard S. Lazarus, City Administrator)

Attachments: 200211 Center of the City Update.pdf

(Added 2/11/20)

AC-2 [20-0275](#) Response to Resolution R-19-462 - Resolution Regarding the Michigan Regulation and Taxation of Marihuana Act "Competitive Process" for Adult Use Retailers, Designated Consumption Establishments, and Microbusinesses

(City Administrator - Howard S. Lazarus, City Administrator)

Attachments: 200211 - Response to Council Resolution R-19-462 Final.pdf

(Added 2/11/20)

AC-3 [20-0288](#) A2 Zero Report - February 18, 2020

(City Administrator - Howard S. Lazarus, City Administrator)

Attachments: 200218 Council Update on A2Zero.pdf

(Added 2/14/20)

- AC-4 [20-0290](#) February 18, 2020 Agenda Response Memo and eComments
(City Administrator - Howard S. Lazarus, City Administrator)
Attachments: 200218 Agenda Responses 2-18-20 FINAL.pdf
(Added 2/14/20)

INT INTRODUCTIONS

PUBLIC COMMENTARY - RESERVED TIME (3 MINUTES PER SPEAKER)

*** (SPEAKERS ARE NOT PERMITTED TO GRANT THEIR RESERVED TIME TO AN ALTERNATE SPEAKER)**

*** ACCOMMODATIONS CAN BE MADE FOR PERSONS NEEDING ASSISTANCE WHILE ADDRESSING COUNCIL**

CC COMMUNICATIONS FROM COUNCIL

MC COMMUNICATIONS FROM THE MAYOR

- MC-1 [20-0268](#) Appointments & Nominations
(Mayor's Office)
(Added 2/14/20)

CA CONSENT AGENDA

- CA-1 [20-0026](#) Resolution Authorizing Sanitary Sewer Capital Recovery Charges for 1015 Newport Rd. (\$5,982.00)
(Treasury Services - Michael Pettigrew, Treasurer)
- CA-2 [20-0027](#) Resolution Authorizing Water Capital Recovery Charges for 1015 Newport Rd. (\$2,696.00)
(Treasury Services - Michael Pettigrew, Treasurer)
- CA-3 [20-0028](#) Resolution Authorizing Sanitary Sewer Capital Recovery Charges for 2680 Geddes Ave. (\$25,954.00)
(Treasury Services - Michael Pettigrew, Treasurer)
- CA-4 [20-0029](#) Resolution Authorizing Water Capital Recovery Charges for 3060 Dover Place. (\$20,971.00)
(Treasury Services - Michael Pettigrew, Treasurer)

- CA-5 [20-0220](#) Resolution to Approve the Board of Insurance Administration's January 30, 2020 Recommendations for 2020 Property and Casualty Insurance Renewals (**8 Votes Required**)
(Treasury Services - Michael Pettigrew, Treasurer)
Attachments: 2020 Insurance Renewal Executive Summary.pdf
- CA-6 [20-0067](#) Resolution No. 2 - Barton Drive Water Main Replacement and Resurfacing Project - Sidewalk Special Assessment District #55, Brede Place to Pontiac Trail
(Engineering - Craig Hupy, Public Services Area Administrator)
Attachments: Owner Addresses and Frontage District #55.pdf, Brede to Pontiac Map.pdf
Revised 2/11/20
- CA-7 [20-0068](#) Resolution No. 2 - Barton Drive Water Main Replacement and Resurfacing Project - Sidewalk Special Assessment District #60, Barton at Starwick
(Engineering - Craig Hupy, Public Services Area Administrator)
Attachments: Special Special District 60, Barton at Starwick Roll.pdf, Barton Starwick Map.pdf
- CA-8 [19-2418](#) Resolution to Authorize Professional Services Agreements with Material Testing Consultants, Inc. (\$125,000.00); Testing Engineers & Consultants, Inc. (\$125,000.00); Tetra Tech, Inc. (\$125,000.00); CTI and Associates, Inc. (\$125,000.00) and The Mannik and Smith Group, Inc. (\$75,000.00) for As-Needed Geotechnical and Environmental Services
(Engineering - Craig Hupy, Public Services Area Administrator)
Attachments: PSA - CTI.pdf, PSA - MTC.pdf, PSA - TEC.pdf, PSA - Tetra Tech.pdf, PSA - Mannik & Smith.pdf
- CA-9 [20-0075](#) Resolution to Approve the Purchase of a Vehicle from Gorno Ford (MiDeal Bid - \$26,382.00)
(Fleet & Facilities Services - John Fournier, Assistant City Administrator)
Attachments: Gorno Ford - Fusion PHEV Quote(2).pdf, MiDeal Contract 071B7700181.pdf
- CA-10 [20-0132](#) Resolution to Authorize an Increase to the Sole Source Purchase Order with DTE for Compressed Natural Gas Fueling Services (\$50,000.00)
(Public Works - Craig Hupy, Public Services Area Administrator)
Attachments: DTE Sole Source.pdf

- CA-11 [20-0063](#) Resolution to Approve the Amendment and Renewal of the City's Contract with Blue Cross Blue Shield of Michigan to Provide Administrative Claims Processing Services and Related Stop-Loss Insurance Coverage Through BCS Insurance Company for the City's Health Care Plan on Behalf of Employees and Retirees and Their Dependents, and to Authorize the City Administrator to Execute the Necessary Documentation (\$1,871,851.00)
(Human Resources - John Fournier, Interim HR Director)
- CA-12 [20-0163](#) Resolution to Appropriate Affordable Housing Trust Funds Without Regard to Fiscal Year for Projects Previously Approved by City Council (**8 Votes Required**)
(Community Services - Derek Delacourt, Community Services Area Administrator)
- CA-13 [20-0174](#) Resolution to Approve Street Closings for the Ann Arbor Marathon Running Event - Sunday, March 22, 2020
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: Marathon 2020 Map.pdf
- CA-14 [20-0232](#) Resolution to Approve Street Closures for MUSIC Matters SpringFest from 4:00 A.M. on Friday, April 17, 2020 until 10:00 P.M.
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: SpringFest 2020 Map.pdf
- CA-15 [20-0181](#) Resolution to Approve a Contract with Stantec Consulting Michigan, Inc. to Provide Lighting Design Services for the Ann Arbor Skatepark (\$38,913.00)
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: RFP_19-39_ProposalTab.pdf, RFP_19-39_Document.pdf, RFP_19-39_Addendum1.pdf, RFP_19-39_Addendum2.pdf, Stantec_Skatepark Lighting Design PSA.pdf
- CA-16 [20-0229](#) ~~Resolution to Approve the North University Avenue Street Fair on North University Avenue between Fletcher Street and South Thayer Street on Saturday, April 4, 2020, from 12:00 p.m. to 6:00 p.m., and to Close North University Avenue from Friday, April 3, 2020 at 11:00 a.m. until Sunday, April 5, 2020 at 6:00 p.m.~~ **(DELETED FROM AGENDA ON 2/10/20)**
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: MRA_Advisory_Bulletin_-_Temporary_Marijuana_Events_-_01-24-2020_679352_7.pdf, Memo 2020 Monroe Street Fair Fire EMS.pdf, Hash Bash Estimate.pdf, Hash Bash North Map.pdf, UMS Comments.pdf, Applicant Site Plans, Applicant Itinerary
(Deleted from Agenda on 2/10/20)

PH PUBLIC HEARINGS (3 MINUTES PER SPEAKER)

- PH-1** [20-0196](#) An Ordinance to Amend Section 1:171 of Chapter 8 (Organization of Boards and Commissions) of the Code of the City of Ann Arbor (Ordinance No. ORD-20-03)
(City Council)
Sponsors: Nelson, Eaton and Griswold
Attachments: ORD-20-03 Briefed.pdf, C-2 As Amended.pdf, Ordinance to Amend Section 1:171.pdf
(See B-1)
- PH-2** [20-0098](#) Resolution to Approve the Talpos-Knight Annexation, 1.3 Acres, 2731 Newport (CPC Recommendation: Approval - 8 Yeas and 0 Nays)
(City Planning Commission - Derek Delacourt, Community Services Area Administrator)
Attachments: 2731 Newport Planning Staff Report w Attachments-1-7-2020.pdf
(See DB-1)

A APPROVAL OF COUNCIL MINUTES

- A-1** [20-0238](#) Regular Session Meeting Minutes of February 3, 2020
(City Clerk - Jacqueline Beaudry)
Attachments: 02-03-20 Draft Minutes.pdf, Council Emails 2-3-2020.pdf

B ORDINANCES - SECOND READING

- B-1** [20-0196](#) An Ordinance to Amend Section 1:171 of Chapter 8 (Organization of Boards and Commissions) of the Code of the City of Ann Arbor (Ordinance No. ORD-20-03)
(City Council)
Sponsors: Nelson, Eaton and Griswold
Attachments: ORD-20-03 Briefed.pdf, C-2 As Amended.pdf, Ordinance to Amend Section 1:171.pdf
(See PH-1)

C ORDINANCES - FIRST READING

None.

D MOTIONS AND RESOLUTIONS

DC Unfinished Business - Council:

DC-1 [20-0193](#) Resolution to Establish City Council Mobility Committee
(City Council)
Sponsors: Griswold, Eaton and Bannister
(Postponed from the 2/3/20 Regular Session) (Revised 2/14/20)

DC-2 [20-0194](#) Resolution for City Council Communications
(City Council)
Sponsors: Griswold, Eaton and Bannister
(Postponed from the 2/3/20 regular session) (Revised 2/11/20)

DC New Business - Council:

DC-3 [20-0230](#) Resolution Urging the City to Compile and Disseminate Educational and Outreach Materials about Integrated Pest Management (IPM) Best Practices and Turf Grass Reduction Strategies to Owners of Turf Grass within the City
(City Council)
Sponsors: Bannister
Attachments: Final env comm reso for IPM and turf grass reduction.pdf

DC-4 [20-0236](#) Resolution to Revise 2020 Council Calendar
(City Council)
Sponsors: Taylor

DC-5 [20-0265](#) Resolution to Adopt the Washtenaw Housing Alliance's Affordable Housing Pledge
(City Council)
Sponsors: Grand and Ackerman
(Added 02/10/20)

- DC-6 [20-0260](#) Resolution to Approve Amendment No. 1 to the Veterans Treatment Court Grant Agreement with the Michigan Supreme Court State Court Administrative Office and Appropriate Funds (\$10,000.00) **(8 Votes Required)**

(Fifteenth District Court - Shryl Samborn, Court Administrator)

Sponsors: Taylor

Attachments: R-19-503_Legislation Details (With Text).pdf,
Executed-FY20-VeteransTreatmentCourt_GrantAgreement.pdf,
Notice-of-Supplemental-Award.pdf, Amendment-No1-to-Agreement.pdf

(Added 2/14/20)

- DC-7 [20-0298](#) Resolution Concerning the Reliability and Functioning of Detroit Edison Streetlights

(City Council)

Sponsors: Taylor

(Added 2/14/20)

- DC-8 [20-0308](#) Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus

(City Council)

Sponsors: Eaton and Lumm

(Added 2/18/20)

DB New Business - Boards and Commissions:

- DB-1 [20-0098](#) Resolution to Approve the Talpos-Knight Annexation, 1.3 Acres, 2731 Newport (CPC Recommendation: Approval - 8 Yeas and 0 Nays)

(City Planning Commission - Derek Delacourt, Community Services Area Administrator)

Attachments: 2731 Newport Planning Staff Report w Attachments-1-7-2020.pdf

(See PH-2)

DS Unfinished Business - Staff:

- DS-1 [20-0083](#) Resolution to Appropriate \$5,000.00 from General Fund to Fund Additional Tasks Associated with the Comprehensive Transportation Plan Update Project and to Approve an Amendment to the Professional Services Agreement with Sam Schwartz Consulting, LLC (\$356,670.00) **(8 Votes Required)**

(Engineering - Craig Hupy, Public Services Area Administrator)

Attachments: Sam Schwartz Optional Tasks for Supplemental Work_December 31 2019.pdf, Proposed Substitute Resolution 2-3-20.pdf, Sam Schwartz Proposal for Additional Work_revised01282020.pdf

(Postponed from the 1/21/20 and 2/3/20 Regular Sessions.)

DS New Business - Staff:

- DS-2 [20-0245](#) Resolution to Appropriate \$21,700.00 from General Fund to Fund Additional Tasks Associated with the Comprehensive Transportation Plan Update Project and to Approve an Amendment to the Professional Services Agreement with Sam Schwartz Consulting, LLC (\$373,370.00) **(8 Votes Required)**

(Public Services - Craig Hupy, Public Services Area Administrator)

Attachments: Sam Schwartz Proposal for Additional Work_revised01282020.pdf

E COMMUNICATIONS FROM THE CITY ATTORNEY

F & G CLERK'S REPORT OF COMMUNICATIONS, PETITIONS AND REFERRALS

F The following communications were referred as indicated:

- F-1 [19-2397](#) 2019 Annual Report

Attachments: 2019_Annual_Report_DRAFT 12-18-2019.pdf,
2019_Annual_Report_DRAFT 12-19-2019.pdf,
2019_Annual_Report_FINAL.pdf

- F-2 [20-0021](#) Statewide Crosswalk Law Transportation Commission Recommendations

Attachments: Statewide Crosswalk Law Recommendations.pdf, Statewide Crosswalk Law Recommendations_FINAL.pdf

- F-3 [20-0079](#) Fourth Quarter 2019 Investment Portfolio Report

(Treasury Services - Michael Pettigrew, City Treasurer)

Attachments: 12-31-2019 City of Ann Arbor.pdf

- F-4 [20-0264](#) Communication from City Administrator Howard S. Lazarus Regarding a Notice of Administrative Leave Status for Police Chief Michael Cox
(City Clerk - Jacqueline Beaudry)
Attachments: Communication from City Administrator re Police Chief.pdf
(Added 2/10/20)
- G **The following minutes were received for filing:**
- G-1 [19-2173](#) Council Administration Committee Meeting Minutes September 16, 2019
Attachments: 9-16-19 Admin Meeting Minutes.pdf
- G-2 [19-2174](#) Council Administration Committee Meeting Minutes October 14, 2019
Attachments: 10-14-19 Admin Meeting Minutes.pdf
- G-3 [19-2175](#) Council Administration Committee Meeting Minutes October 28, 2019
Attachments: 10-28-19 Admin Meeting Minutes.pdf
- G-4 [20-0020](#) Transportation Commission Meeting Minutes of December 2019
Attachments: December_Meeting Minutes- DRAFT.pdf, December_Meeting Minutes-FINAL.pdf
- G-5 [20-0031](#) December 17, 2019 City Planning Commission Meeting Minutes
(Planning and Development Services)
Attachments: 12-17-2019 CPC Approved Minutes w Live Links1.pdf
- G-6 [20-0049](#) Human Right Commission Meeting of December 11, 2019
(Human Rights Commission)
Attachments: Human Rights Commission Meeting Minutes of December 11, 2019
06-Jan-2020-12-42-19.pdf
- G-7 [20-0128](#) Environmental Commission Minutes from 12-5-19
Attachments: Draft meeting minutes for the Dec 5, 2019 meeting of the Environmental Commission rev2.pdf
- G-8 [20-0134](#) City Planning Commission Meeting Minutes of January 7, 2020
(Planning and Development Services)
Attachments: 1-7-2020 CPC Approved Minutes w Live Links2.pdf
- G-9 [20-0147](#) LDFA Board Meeting Minutes - October 24, 2019
(Local Development Finance Authority (LDFA) - Tom Crawford, CFO)
Attachments: LDFA Board Meeting Minutes - October 24, 2019.pdf

- G-10 [20-0221](#) Insurance Board Meeting Minutes - January 30, 2020
(Treasury Services - Michael Pettigrew, Treasurer)
Attachments: Insurance Board Minutes 013020.pdf, Insurance Board Loss Run January 2020.pdf
- G-11 [20-0266](#) City Council Caucus Meeting Minutes of October 6, 20, November 3, 17 and December 1, 2019
(City Clerk - Jacqueline Beaudry)
Attachments: 10-06-19 Caucus Minutes.pdf, 10-20-19 Caucus Minutes.pdf, 11-03-19 Caucus Minutes.pdf, 11-17-19 Caucus Minutes.pdf, 12-01-19 Caucus Minutes.pdf

PUBLIC COMMENT - GENERAL (3 MINUTES EACH)

COMMUNICATIONS FROM COUNCIL

CLOSED SESSION UNDER THE MICHIGAN OPEN MEETINGS ACT, INCLUDING BUT NOT LIMITED TO, LABOR NEGOTIATIONS STRATEGY, PURCHASE OR LEASE OF REAL PROPERTY, PENDING LITIGATION AND ATTORNEY/CLIENT PRIVILEGED COMMUNICATIONS SET FORTH OR INCORPORATED IN MCLA 15.268 (C), (D) (E), AND (H).

ADJOURNMENT

COMMUNITY TELEVISION NETWORK (CTN) COMCAST CHANNEL 16, AT&T CHANNEL 99:

**LIVE: MONDAY, FEBRUARY 18, 2020 @ 7:00 P.M.
REPLAY: FRIDAY, FEBRUARY 21, 2020 @ 8:00 P.M.**

REPLAYS SUBJECT TO CHANGE WITHOUT NOTICE

Community Television Network live televised public meetings are also available to watch online live and on-demand from CTN's website, www.a2gov.org/watchctn <<http://www.a2gov.org/watchctn>>, on "The Meeting Place" page (<http://www.a2gov.org/livemeetings>).

Cable: Comcast Cable channel 16 or AT&T UVerse Channel 99

Videos are also available for a nominal fee by contacting CTN at (734) 794-6150.

All persons are encouraged to participate in public meetings. Citizens requiring translation or sign language services or other reasonable accommodations may contact the City Clerk's office at 734.794.6140; via e-mail to: cityclerk@a2gov.org; or by written request addressed and mailed or delivered to:

City Clerk's Office
301 E. Huron St.
Ann Arbor, MI 48104

Requests made with less than two business days' notice may not be able to be accommodated.

A hard copy of this Council packet can be viewed at the front counter of the City Clerk's Office.

From: [Lumm, Jane](#)
To: [Beaudry, Jacqueline](#)
Cc: [Eaton, Jack](#); [Postema, Stephen](#)
Subject: Re: Packet Update for February 18
Date: Tuesday, February 18, 2020 8:44:06 AM

Thank you very much, Jackie! Appreciate your adding this promptly. Haven't checked Legistar, and just want to confirm that the separation agreement has also been added.

Many thanks, Jane

Sent from my iPhone

On Feb 18, 2020, at 8:35 AM, Beaudry, Jacqueline <JBeaudry@a2gov.org> wrote:

The agenda has been updated as follows:

DC-8 Resolution to Conclude the Employment Agreement with City Administrator
Howard S. Lazarus

Jacqueline Beaudry, City Clerk

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734.794.6140 (O) • 734.994.8296 (F) | Internal Extension 41401

jbeaudry@a2gov.org | www.a2gov.org



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<image001.jpg>

<02-18-20 Agenda.pdf>

From: [Lumm, Jane](#)
To: [Beaudry, Jacqueline](#)
Subject: Re: Resolution for tomorrow's council meeting
Date: Tuesday, February 18, 2020 8:44:35 AM

Thank you very much!

Sent from my iPhone

On Feb 18, 2020, at 8:22 AM, Beaudry, Jacqueline <JBeaudry@a2gov.org> wrote:

Yes, I'm adding it now.

Jacqueline Beaudry, City Clerk

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734.794.6140 (O) · 734.994.8296 (F) | Internal Extension 41401

jbeaudry@a2gov.org | www.a2gov.org



Think Green! Please don't print this e-mail unless absolutely necessary.

From: Lumm, Jane <JLumm@a2gov.org>
Sent: Tuesday, February 18, 2020 8:00 AM
To: Beaudry, Jacqueline <JBeaudry@a2gov.org>
Cc: Eaton, Jack <JEaton@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: Re: Resolution for tomorrow's council meeting

My apologies, Jackie. Didn't mean to send twice. Stephen called this a.m. to say he hadn't seen and for me to ask you to put on Legistar. I assured Stephen I copied both of you on my original (last night's) email to council.

Thanks very much, Jane

Sent from my iPhone

On Feb 18, 2020, at 7:56 AM, Lumm, Jane <JLumm@a2gov.org> wrote:

Jackie, Can you please add to Legistar?

Thank you very much, Jane

Sent from my iPhone

Sent from my iPhone

Begin forwarded message:

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: February 17, 2020 at 6:44:11 PM EST
To: CityCouncil <CityCouncil@a2gov.org>
Cc: "Eaton, Jack" <JEaton@a2gov.org>, "Lazarus, Howard" <HLazarus@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Higgins, Sara" <SHiggins@a2gov.org>, "Beaudry, Jacqueline" <JBeaudry@a2gov.org>
Subject: Resolution for tomorrow's council meeting

Mayor and Council,

Attached for your information is the resolution and separation agreement with Administrator Lazarus. These will be posted to Legistar tomorrow.

City Attorney Postema has indicated he will be sending a related legal memo tonight or sometime tomorrow morning.

Jack Eaton and Jane Lumm

<Final - Separation Agreement 2-13-2020.docx>

<Whereas.docx>

From: [J. Letaw](#)
To: [Taylor, Christopher \(Mayor\)](#); [Smith, Chip](#)
Subject: City Administrator termination
Date: Tuesday, February 18, 2020 9:26:57 AM

Mayor Taylor and CM Smith,

I am deeply distressed this morning to read the document effecting City Administrator Lazarus' termination. Mr. Lazarus is one of our city's foremost defenders of civility, reason, and due process, and I do not want to think about our city without his leadership or his participation in searching for his successor.

What is the process for this - is the decision already final? Is it subject to a vote, and if so, how many have to vote yes?

Jessica

From: [Smith, Chip](#)
To: [J. Letaw](#)
Subject: Re: City Administrator termination
Date: Tuesday, February 18, 2020 10:02:54 AM

Hi jess- I'll be issuing a joint statement with Julie & Zach after tonight's meeting. The process is absolutely corrupt.

There are seven who have indicated they will vote for termination- Lumm, Nelson, Ramlawi, Eaton, Hayner, bannister & Griswold. I tried to talk to Ali and get him to change his vote, but was not successful.

This is nothing short of a coup. Completely corrupt. ,

Sent from my iPhone

> On Feb 18, 2020, at 9:26 AM, J. Letaw < wrote:

>

>

> Mayor Taylor and CM Smith,

> I am deeply distressed this morning to read the document effecting City Administrator Lazarus' termination. Mr. Lazarus is one of our city's foremost defenders of civility, reason, and due process, and I do not want to think about our city without his leadership or his participation in searching for his successor.

>

> What is the process for this - is the decision already final? Is it subject to a vote, and if so, how many have to vote yes?

>

> Jessica

From: [Bradley Jodoin](#)
To: [Ramlawi, Ali](#)
Subject: Vote NO on DC-8 to Fire Howard Lazarus
Date: Tuesday, February 18, 2020 10:25:38 AM

Councilmember Ramlawi

DC-8 on the agenda for tonight's meeting is to fire Howard Lazarus as the city administrator. I urge you to vote NO on this measure and to speak out against this resolution on my behalf.

Mr. Lazarus dutifully fulfills his role with consistency and professionalism in the face of the opposite of both from members of council. I don't know what case CMs Lumm and Eaton will make against Mr. Lazarus but short of revelations of actual personal misconduct, it looks like it will be a political hit job to try to further sway the city government towards the misguided ideology of those members of council.

Thank you for your time and as always thank you for serving the city.

Respectfully,
Brad Jodoin



From: [Bradley Jodoin](#)
To: [Smith, Chip](#)
Subject: Vote NO on DC-8 to fire Howard Lazarus
Date: Tuesday, February 18, 2020 10:26:49 AM

Councilmember Smith

DC-8 on the agenda for tonight's meeting is to fire Howard Lazarus as the city administrator. I urge you to vote NO on this measure and to speak out against this resolution on my behalf.

Mr. Lazarus dutifully fulfills his role with consistency and professionalism in the face of the opposite of both from members of council. I don't know what case CMs Lumm and Eaton will make against Mr. Lazarus but short of revelations of actual personal misconduct, it looks like it will be a political hit job to try to further sway the city government towards the misguided ideology of those members of council.

Thank you for your time and as always thank you for serving the city.

Respectfully,
Brad Jodoin



From: [Lisa Sauve](#)
To: [Ramlawi, Ali](#)
Subject: City Council Meeting: City Administrator Lazarus
Date: Tuesday, February 18, 2020 10:27:49 AM

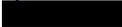
Hi Ali,

It is with great concern about the news of an intent to terminate City Administrator Howard Lazarus. Without through transparency of reason I would implore you to review this action and its effects in both short and long term to the tone this council will set. How it then situates itself for other candidates and the apprehension they would have for working with such an unfounded council?

I have been frank and vocal about many issues within city hall that I have experience, most directly with the building departments lack of management but in all my interactions with Administrator Lazarus, I have only experienced a professional and thorough individual with the interest of the city. In a city that needs to make progress in smart and reasonable ways, this coming before council is very unsettling as resident who had long term plans to help make an impact in this city. If this moves forward, it is very hard to justify extending efforts of myself and business who work with local businesses and community groups.

I think all of these factors be impacted negatively by this action and also signals that our government has little tolerance for ideas that don't align with their own in which the tone is more about what we can protect rather that what we can create.

Thank you - your 5th ward constituent,
Lisa Sauvé

| [synecdoche](#)
| 

From: [Bradley Jodoin](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: Vote NO on DC-8 to fire Howard Lazarus
Date: Tuesday, February 18, 2020 10:30:26 AM

Mayor Taylor

I haven't previously written to you, opting instead to contact the councilmembers for my ward. Today, however, I felt it important to reach out to you as well.

DC-8 on the agenda for tonight's meeting is to fire Howard Lazarus as the city administrator. I urge you to vote NO on this measure and to speak out against this resolution on my behalf.

Mr. Lazarus dutifully fulfills his role with consistency and professionalism in the face of the opposite of both from members of council. I don't know what case CMs Lumm and Eaton will make against Mr. Lazarus but short of revelations of actual personal misconduct, it looks like it will be a political hit job to try to further sway the city government towards the misguided ideology of those members of council.

Thank you for your time and thank you for serving the city.

Respectfully,
Brad Jodoin



From: [Barbara Lucas](#)
To: [CityCouncil](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 10:36:14 AM

Dear Mayor and Council,

I hear that tonight you will be discussing a proposal to replace our city administrator. For the record, with the information that the public has currently, I definitely would not support such an action.

Sincerely,

Barbara Lucas



From: [Taylor, Christopher \(Mayor\)](#)
To: [J. Letaw](#); [Smith, Chip](#)
Subject: Re: City Administrator termination
Date: Tuesday, February 18, 2020 10:53:32 AM

I concur. It's a 6 vote item, without option for veto. I believe they have the votes.

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

From: J. Letaw <[REDACTED]>
Sent: Tuesday, February 18, 2020 9:26 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: City Administrator termination

Mayor Taylor and CM Smith,
I am deeply distressed this morning to read the document effecting City Administrator Lazarus' termination. Mr. Lazarus is one of our city's foremost defenders of civility, reason, and due process, and I do not want to think about our city without his leadership or his participation in searching for his successor.

What is the process for this - is the decision already final? Is it subject to a vote, and if so, how many have to vote yes?

Jessica

From: [Lumm, Jane](#)
To: [Barbara Lucas](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 10:54:09 AM

Thank you for sharing your feedback, Barbara.

Kind regards, Jane

Sent from my iPhone

> On Feb 18, 2020, at 10:36 AM, Barbara Lucas [REDACTED] wrote:

>

> Dear Mayor and Council,

>

> I hear that tonight you will be discussing a proposal to replace our city administrator. For the record, with the information that the public has currently, I definitely would not support such an action.

>

> Sincerely,

>

> Barbara Lucas

> [REDACTED]

>

>

>

>

>

>

From: [Sarah Briggs](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#); [Taylor, Christopher \(Mayor\)](#)
Subject: City Council Resolution 20-0308-Lazarus termination
Date: Tuesday, February 18, 2020 10:55:48 AM

Dear Mayor and my council representatives-

I was horrified and saddened to read the resolution to fire our city administrator. I urge you to be voices of reason in voting against such action.

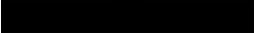
Looking at the A2gov webpages I am struck by the first tip to folks like you--

Act courteously during meetings and treat other members of the body, the public, and City staff with respect. Disagreements are inevitable, but appointees should remain civil and focus on issues rather than personal differences

In recent months I have seen efforts by some council members to attempt to micromanage city staff and instances of actual incivility to Lazarus who has not responded in kind.

City council needs to step back, take a deep breath, focus on policies to help this city move forward and let Lazarus do his job without harassment.

Thank you.
Sarah Briggs



From: [Dharma Akmon](#)
To: [Eaton, Jack](#); [Nelson, Elizabeth](#)
Subject: resolution to fire the city administrator
Date: Tuesday, February 18, 2020 10:57:38 AM

Dear Jack and Elizabeth,

I live in your ward, and I'm really disappointed in the resolution planned to be put before Council tonight. This screams a politically motivated hit job.

Really reprehensible. What does it accomplish?

Dharma

From: [Grand, Julie](#)
To: [Barbara Lucas](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 11:11:12 AM

Thank you, Barbara. I will not be supporting this action.

Julie

From: Barbara Lucas [REDACTED]
Sent: Tuesday, February 18, 2020 10:36 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Howard Lazarus

Dear Mayor and Council,

I hear that tonight you will be discussing a proposal to replace our city administrator. For the record, with the information that the public has currently, I definitely would not support such an action.

Sincerely,

Barbara Lucas
[REDACTED]

From: [Erich Zechar](#)
To: [CityCouncil](#)
Subject: No on DC-8
Date: Tuesday, February 18, 2020 11:15:55 AM

Hello council

I am a ward 2 resident and I urge you to vote NO on DC-8 tonight. I don't believe it is in our city's best interest to fire our capable and competent city administrator Howard Lazarus.

Huge personnel decisions like this should not be taken lightly, with full public disclosure of the reasoning behind them. Sneaking it in without demonstrating just cause as a last-minute addition to tonight's city council meeting is poor governance, and certainly has the appearance of political retribution.

I urge you to vote against this resolution.

Erich Zechar



From: [Grand, Julie](#)
To: [Erich Zechar](#)
Subject: Re: No on DC-8
Date: Tuesday, February 18, 2020 11:19:23 AM

Thank you, Erich. I will not be supporting this action.

Julie

From: Erich Zechar [REDACTED]
Sent: Tuesday, February 18, 2020 11:15 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: No on DC-8

Hello council

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I urge you to vote against this resolution.

Erich Zechar
[REDACTED]

From: [Nelson, Elizabeth](#)
To: [Dharma Akmon](#)
Subject: RE: resolution to fire the city administrator
Date: Tuesday, February 18, 2020 11:22:00 AM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more aspects of City Business. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this process. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Dharma Akmon [REDACTED]
Sent: Tuesday, February 18, 2020 10:57 AM
To: Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>
Subject: resolution to fire the city administrator

Dear Jack and Elizabeth,

I live in your ward, and I'm really disappointed in the resolution planned to be put before Council tonight. This screams a politically motivated hit job.

Really reprehensible. What does it accomplish?

Dharma

From: [Stephen Colby Brown](#)
To: [Grand, Julie](#); [Ackerman, Zach](#); [Taylor, Christopher \(Mayor\)](#)
Subject: Council agenda item tonight to fire the City Administrator
Date: Tuesday, February 18, 2020 11:22:53 AM

Dear Chris, Julie, and Zach:

I was just alerted about this, which has engendered much concern among many of the citizens I interact with here in Ann Arbor. What gives? It seems to come out of the blue, and would impact the City's ability to move forward considering the time it would take to recruit a replacement. Moreover, it might become difficult to hire a qualified person, if there is insufficient justification for such a move.

I'll be busy tonight with a Sierra Club function. I hope for the best outcome, but I was not even aware that the Administrator's performance had been in question.

Best Regards,

Stephen C Brown



"Knowledge consists in the search for truth... It is not the search for certainty. To err is human. All human knowledge is fallible and therefore uncertain. It follows that we must distinguish sharply between truth and certainty. That to err is human means not only that we must constantly struggle against error, but also that, even when we have taken the greatest care, we cannot be completely certain that we have not made a mistake... To combat the mistake, the error, means therefore to search for objective truth and to do everything possible to discover and eliminate falsehoods. This is the task of scientific activity. Hence we can say: our aim as scientists is objective truth; more truth, more interesting truth, more intelligible truth. We cannot reasonably aim at certainty."

Karl Popper

From: [Nelson, Elizabeth](#)
To: [Erich Zechar](#)
Subject: RE: No on DC-8
Date: Tuesday, February 18, 2020 11:24:00 AM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more aspects of City employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this process. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Erich Zechar [REDACTED]
Sent: Tuesday, February 18, 2020 11:15 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: No on DC-8

Hello council

I am a ward 2 resident and I urge you to vote NO on DC-8 tonight. I don't believe it is in our city's best interest to fire our capable and competent city administrator Howard Lazarus.

Huge personnel decisions like this should not be taken lightly, with full public disclosure of the reasoning behind them. Sneaking it in without demonstrating just cause as a last-minute addition to tonight's city council meeting is poor governance, and certainly has the appearance of political retribution.

I urge you to vote against this resolution.

Erich Zechar
[REDACTED]

From: [Grand, Julie](#)
To: [Brown, Stephen](#)
Subject: Re: Council agenda item tonight to fire the City Administrator
Date: Tuesday, February 18, 2020 11:26:26 AM

Hi Stephen,

This is a termination without cause. I do not plan to support it.

Julie

From: Stephen Colby Brown [REDACTED]
Sent: Tuesday, February 18, 2020 11:22 AM
To: Grand, Julie <JGrand@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Council agenda item tonight to fire the City Administrator

Dear Chris, Julie, and Zach:

I was just alerted about this, which has engendered much concern among many of the citizens I interact with here in Ann Arbor. What gives? It seems to come out of the blue, and would impact the City's ability to move forward considering the time it would take to recruit a replacement. Moreover, it might become difficult to hire a qualified person, if there is insufficient justification for such a move.

I'll be busy tonight with a Sierra Club function. I hope for the best outcome, but I was not even aware that the Administrator's performance had been in question.

Best Regards,

Stephen C Brown
[REDACTED]

"Knowledge consists in the search for truth... It is not the search for certainty. To err is human. All human knowledge is fallible and therefore uncertain. It follows that we must distinguish sharply between truth and certainty. That to err is human means not only that we must constantly struggle against error, but also that, even when we have taken the greatest care, we cannot be completely certain that we have not made a mistake... To combat the mistake, the error, means therefore to search for objective truth and to do everything possible to discover and eliminate falsehoods. This is the task of scientific activity. Hence we can say: our aim as scientists is objective truth; more truth, more interesting truth, more intelligible truth. We cannot reasonably aim at certainty." *Karl Popper*

From: [Lumm, Jane](#)
To: [Erich Zechar](#)
Cc: [Griswold, Kathy](#)
Subject: RE: No on DC-8
Date: Tuesday, February 18, 2020 11:29:16 AM

Dear Erich,

Thank you for taking the time to share your feedback on this recommendation – as you know, I am one of the resolution sponsors.

You make a valid point as to the time, and will just share that this has been placed on the agenda, timing wise, in deference to Mr. Lazarus' preference, and also to take the requisite time for the City and Mr. Lazarus and his counselor to do the necessary due diligence on the severance agreement language and terms.

Mr. Lazarus has agreed to the terms, and none of are taking this lightly, or without great consideration of what is the best path forward or without great consideration of what is in the City's best interests. This is a termination agreement without cause, and includes non-disparagement language so all parties will respect the reasons for arriving at this recommendation. Mr. Lazarus did note, previously, that in concert with the 2018 council election, the City "is heading in a different direction", a direction not comfortably or suitably in concert with his preferred policy path forward, and we all accept his assessment (a rationale/explanation he offered when he applied for the Gainesville City Mgr. position).

We are all striving to chart a path forward that is in our community's best interest. I fully accept and recognize that reasonable people will disagree with this recommendation, and hope that this information provides helpful background.

Thank you for taking the time to reach out to share your perspective, Erich.

Kind regards, Jane

From: Erich Zechar [REDACTED]
Sent: Tuesday, February 18, 2020 11:15 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: No on DC-8

Hello council

I am a ward 2 resident and I urge you to vote NO on DC-8 tonight. I don't believe it is in our city's best interest to fire our capable and competent city administrator Howard Lazarus.

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I urge you to vote against this resolution.

Erich Zechar



From: [Stephen Colby Brown](#)
To: [Grand, Julie](#)
Subject: Re: Council agenda item tonight to fire the City Administrator
Date: Tuesday, February 18, 2020 11:32:44 AM

How bizarre. Thanks, and good luck. They must think they have the votes.

Steve

Stephen C Brown
[REDACTED]

"If future generations are going to remember us with gratitude rather than contempt, we must leave them more than the miracles of modern technology. We must leave them a glimpse of the world when it was new, and not after we were through with it." *Lyndon Johnson, after signing the Wilderness Act of 1964*

On Feb 18, 2020, at 11:26 AM, Grand, Julie <JGrand@a2gov.org> wrote:

Hi Stephen,

This is a termination without cause. I do not plan to support it.

Julie

From: Stephen Colby Brown [REDACTED]
Sent: Tuesday, February 18, 2020 11:22 AM
To: Grand, Julie <JGrand@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Council agenda item tonight to fire the City Administrator

Dear Chris, Julie, and Zach:

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Stephen C Brown
[REDACTED]

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possible to discover and eliminate falsehoods. This is the task of scientific activity. Hence we can say: our aim as scientists is objective truth; more truth, more interesting truth, more intelligible truth. We cannot reasonably aim at certainty." *Karl Popper*

From: [Corky W](#)
To: [Ramlawi, Ali](#)
Subject: Lazarus termination?
Date: Tuesday, February 18, 2020 12:01:40 PM

Hi Ali,

I am extremely concerned about what has been revealed via FOIA release of emails and the potential of removal of Lazarus. I dearly hope you are not on board with these wildly troubling machinations.

I will choose to believe you would never consider voting to fire Lazarus, especially for the purpose of getting a 'new trainable puppy' who Eaton and company could mold to their liking. Do not align yourself with this. This is some nasty stuff bubbling up, so upset our council has city powers have it going on.

Thank you.
Corky

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Lester Wyborny](#)
To: [Bannister, Anne](#)
Subject: Re: Fw: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.
Date: Tuesday, February 18, 2020 12:03:38 PM

Hey Anne, I hope that you are well and that the City government work is treating you well. My coworker, who is affected by the Barton Road project said that he just found out that Howard Lazarus is being ousted as City Administrator. Is that true?

Lester

On Thu, Sep 12, 2019 at 1:52 PM Bannister, Anne <ABannister@a2gov.org> wrote:

Hi Everybody (please forward to anyone I've missed),

Just wanted to invite you to the public meeting on Thursday, Sept. 19 at 6:30 p.m. at Northside STEAM to learn more about the *Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail*.

It's another set of new sidewalks and filling of gaps on Barton Drive, and a tangentially related request for traffic calming on Northside, that is working its way through the system.

It has similarities to the 1600 Traver project. At this point, it appears 80% of the Barton Drive neighbors have signed a petition opposing the project (I'm waiting for "certification" of the petition from staff).

Hope to see you on Sept. 19.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages are subject to disclosure under the Michigan Freedom of Information Act (FOIA).

From: Higgins, Sara <SHiggins@a2gov.org>
Sent: Friday, September 6, 2019 3:26 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Allen, Jane (Engineering) <JAllen2@a2gov.org>; Wright, Andrea <AWright@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Fournier, John <JFournier@a2gov.org>
Subject: RE: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Dear Ward One Councilmembers:

Staff is sending meeting notifications to property owners and neighbors surrounding the Barton

Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail. The attached notification "Barton Drive Public Meeting Invitation Affected Sidewalk Properties" will be provided to the 23 property owners where we are proposing new sidewalk. The project web page has been updated with the meeting agenda:

<https://www.a2gov.org/departments/engineering/Pages/Barton-Drive-Resurfacing-and-Water-Main-Replacement-Project.aspx>

Sara Higgins, Strategic Planning Coordinator

Ann Arbor City Administrator's Office | Guy C. Larcom City Hall|301 E. Huron, 3rd Floor · Ann Arbor · MI · 48104
734.794.6110 (O) · 734.994.8296 (F) | Internal Extension 41102
shiggins@a2gov.org | www.a2gov.org



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A2 Be Safe. Everywhere. Everyone. Every day.

a2gov.org/A2BeSafe

From: Higgins, Sara

Sent: Friday, August 23, 2019 1:49 PM

To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Cc: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Allen, Jane (Engineering) <JAllen2@a2gov.org>; Wright, Andrea <AWright@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Subject: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Dear Ward One Councilmembers,

Attached is notice of a meeting regarding the Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail scheduled on Thursday, September 19 at 6:30 p.m. in the Multipurpose Room of Northside STEAM School, 912 Barton Drive. A letter to residents and property owners in the project area will be sent in early September.

Thank you,

Sara Higgins, Strategic Planning Coordinator

Ann Arbor City Administrator's Office | Guy C. Larcom City Hall|301 E. Huron, 3rd Floor · Ann Arbor · MI · 48104
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A2 Be Safe. Everywhere. Everyone. Every day.

a2gov.org/A2BeSafe

From: Allen, Jane (Engineering) <JAllen2@a2gov.org>

Sent: Friday, August 23, 2019 1:42 PM

Subject: City of Ann Arbor, Barton Drive Resurfacing and Water Main Replacement Project, Public Meeting Notice

The City of Ann Arbor is beginning the public engagement process for the upcoming Barton Drive Resurfacing and Water Main Replacement Project. The Project limits are from the M-14 on/off ramp to Pontiac Street. Potential improvements to the intersection of Barton and Starwick will also be considered. View the [project area map](#).

You are invited to a public meeting on **Thursday, September 19, 2019 from 6:30 to 8:30 p.m., at Northside STEAM Elementary School, Multipurpose Room, 912 Barton Drive.** Construction impacts and proposed project design details will be discussed at this meeting. Public input opportunities will include feedback about intersection reconfigurations along Barton Drive and active transportation improvements, such as bike lanes, crosswalks, and sidewalk gap-filling. Filling sidewalk gaps would involve special assessments to adjacent property owners. Your input is important to be considered in the project design. A written feedback opportunity about desired improvements and locations will be available at the meeting and as an online survey, available at www.a2gov.org/bartondrive.

A letter to residents and property owners in the project area will be sent early September.

Please help us get the word out about this upcoming project and engagement opportunities by sharing this with groups that you represent.

Please contact me with any questions or concerns.

If you do not wish to receive these updates further, please email me to that effect and I will remove you from the distribution list.

Jane Allen, P.E., Civil Engineer IV

Engineering, Public Services

City of Ann Arbor | Guy C. Larcom City Hall | 301 E. Huron, 4th Floor · Ann Arbor · MI · 48104
734.794.6410 Extension 43678

jallen2@a2gov.org | www.a2gov.org

 Think Green! Please don't print this e-mail unless absolutely necessary.

A2 Be Safe. Everywhere. Everyone. Every day.

a2gov.org/A2BeSafe

From: [Isabelle Winer](#)
To: [Smith, Chip](#); [Ramlawi, Ali](#)
Cc: [Jeffrey May](#)
Subject: In support of City Administrator
Date: Tuesday, February 18, 2020 12:04:10 PM

Hi Ali and Chip,

We are Ward 5 residents and wanted to take a moment today to reach out, having seen a report that reps Eaton and Lumm have put forth a proposal to fire the city administrator, Howard Lazarus.

I do not support the firing of Howard Lazarus generally, but particularly in light of a complete lack of public discussion on either Eaton or Lumm's part for the justification to do so, outside of broad disagreements on the future of this city, hurt feelings that he is being open about the difficulties he has had with city council, or frustrations that they sit on a city council in a place where power has been consolidated to the city administrator.

If there is a good, specific reason, then a case needs to be made to the citizens of Ann Arbor. But considering he is being fired without cause and would get 200k+ in severance, it appears this is more about disagreements on priorities as opposed to a fire-able offense. If you feel otherwise, I would be open to hearing your thoughts.

Please vote against his firing.

Thank you both for the time and commitment you put into our city,
Isabelle Winer & Jeff May

From: [Christian Simmons](#)
To: [Smith, Chip](#); [Ramlawi, Ali](#)
Subject: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus
Date: Tuesday, February 18, 2020 12:06:11 PM

Councilmembers Smith and Ramlawi;

I am writing to **STRONGLY** urge you to vote against this resolution and agreement. Mr. Lazarus is the epitome of what this community currently needs in a City Administrator, one who is calm, fair, reasoned, and an advocate for the work that staff puts in every day to support the directions given by Council. To conclude anything else, frankly, is a misunderstanding of the role of City Administrator and the role of positions such as yours on City Council. Should this action be taken by the Council, I fear that any competent member of City staff would immediately begin the process of seeking employment elsewhere and I would not blame them. As a current employee of a governmental organization, as well as a former employee at the state and local levels, it would certainly be my first action in response to an action like Council such as this. It demonstrates a desire on the part of City Council to control the day-to-day work of City employees, which has not and never should be the role of a city council. While I certainly have my own disagreements with the Administrator and staff regarding particular actions, I do maintain a belief that the action are driven by a desire to meet the needs of the City as directed by the Council. Where clarity does not exist, it is up to Council to adjust the ordinances that the city staff is charged to administer, not the Administrator to direct staff in contradiction to those ordinances.

Do NOT support this action. It will not end well.

--



Chris Simmons
about.me/cwsjd99



From: [Taylor Pinson](#)
To: [Lumm, Jane](#); [Jane Lumm](#)
Subject: Scheduling a phone interview
Date: Tuesday, February 18, 2020 12:07:23 PM

Hello,

89.1 WEMU is running a story about tonight's city council meeting, and we would like to talk to you about it.

We would specifically like to discuss the resolution you are proposing regarding Ann Arbor's City Administrator.

Are you available for a brief phone interview today before 3:15?

We look forward to hearing back from you.

Sincerely,
Taylor Pinson
WEMU Reporter

From: [Wayne Appleyard](#)
To: [Ramlawi, Ali](#)
Date: Tuesday, February 18, 2020 12:16:30 PM

Ali,

I have worked on committees and commissions in the City for over 26 years. I have seen many City Administrators come and go. Having worked with Administrator Lazarus since his arrival in Ann Arbor on several items with the Energy Commission I am thoroughly convinced that he is the best administrator the City has had since I got involved with issues in the City. His understanding of sustainability issues and his ability to work with a diverse group of individuals has not been equaled.

I hope that you will agree with me that he should stay in his position as administrator.

Sincerely,

Wayne Appleyard
Architect
Former member and Chair of the Energy Commission

From: [Wayne Appleyard](#)
To: [Bannister, Anne](#)
Date: Tuesday, February 18, 2020 12:18:29 PM

Council Member Bannister

I have worked on committees and commissions in the City for over 26 years. I have seen many City Administrators come and go. Having worked with Administrator Lazarus since his arrival in Ann Arbor on several items with the Energy Commission I am thoroughly convinced that he is the best administrator the City has had since I got involved with issues in the City. His understanding of sustainability issues and his ability to work with a diverse group of individuals has not been equaled.

I hope that you will agree with me that he should stay in his position as administrator.

Sincerely,

Wayne Appleyard
Architect
Former member and Chair of the Energy Commission

From: [Wayne Appleyard](#)
To: [Hayner, Jeff](#)
Date: Tuesday, February 18, 2020 12:19:07 PM

Council Member Hayner,

I have worked on committees and commissions in the City for over 26 years. I have seen many City Administrators come and go. Having worked with Administrator Lazarus since his arrival in Ann Arbor on several items with the Energy Commission I am thoroughly convinced that he is the best administrator the City has had since I got involved with issues in the City. His understanding of sustainability issues and his ability to work with a diverse group of individuals has not been equaled.

I hope that you will agree with me that he should stay in his position as administrator.

Sincerely,

Wayne Appleyard
Architect
Former member and Chair of the Energy Commission

From: [Joe Ohren](#)
To: [Ramlawi, Ali](#)
Subject: Terminating the City Administrator?
Date: Tuesday, February 18, 2020 12:19:25 PM

Councilmember Ramlawi, I was surprised to learn of the addition of a resolution on tonight's council agenda to terminate the contract with city administrator Lazarus. The reasons for such an action are not clear to me since while I have no direct contact with the administrator, in the advisory bodies on which I have served and the community forums in which I have participated my assessment of his role and actions has been very positive.

There appears to be some stability in city administration, albeit with current events in the police department and recent events in human resources the cause of some concern, and the city's finances have been strengthened in his tenure as administrator. And, given the significant climate change initiatives being currently undertaken, the turmoil of a transition extending over several months in the leadership of the administration could set the city back for a long time.

I urge you to vote no on this resolution, or at a minimum, to vote to table the resolution until there can be more public discussion of why Mr. Lazarus should be terminated and what the consequences of such an action might be publicly explored.

From: [Wayne Appleyard](#)
To: [Griswold, Kathy](#)
Date: Tuesday, February 18, 2020 12:19:46 PM

Council Member Griswold,

I have worked on committees and commissions in the City for over 26 years. I have seen many City Administrators come and go. Having worked with Administrator Lazarus since his arrival in Ann Arbor on several items with the Energy Commission I am thoroughly convinced that he is the best administrator the City has had since I got involved with issues in the City. His understanding of sustainability issues and his ability to work with a diverse group of individuals has not been equaled.

I hope that you will agree with me that he should stay in his position as administrator.

Sincerely,

Wayne Appleyard
Architect
Former member and Chair of the Energy Commission

From: [Wayne Appleyard](#)
To: [Nelson, Elizabeth](#)
Date: Tuesday, February 18, 2020 12:20:26 PM

Council Member Nelson

I have worked on committees and commissions in the City for over 26 years. I have seen many City Administrators come and go. Having worked with Administrator Lazarus since his arrival in Ann Arbor on several items with the Energy Commission I am thoroughly convinced that he is the best administrator the City has had since I got involved with issues in the City. His understanding of sustainability issues and his ability to work with a diverse group of individuals has not been equaled.

I hope that you will agree with me that he should stay in his position as administrator.

Sincerely,

Wayne Appleyard
Architect
Former member and Chair of the Energy Commission

From: [Laura Rubin](#)
To: [Ramlawi, Ali](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 12:23:03 PM

Hi Ali,

I just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this. The city administrator job is a tough one and everyone will not always agree. But my experience with Howard has been positive. I appreciate his expertise and guidance on the Gelman Dioxane plume, the DTE/Broadway site, and other environmental and city planning issues. He brings a fair and rationale perspective and strategy to city issues and tries to be proactive.

I have also seen how disruptive this change can be to the city. I've been in AA 30 years and so have seen past turnovers with city administrators and councils quest to find someone who pleases all. It costs a lot of money, puts too many issues and actions on hold, and usually doesn't result in anyone better.

Thanks for your consideration,
Laura Rubin

From: [Matthew Woodbury](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Lazarus Termination Agreement
Date: Tuesday, February 18, 2020 12:25:51 PM

Dear Ms. Bannister and Mr. Hayner,

I am troubled by the introduction of a resolution by Jack Eaton and Jane Lumm to "conclude the employment" of Howard Lazarus and would urge you to vote against it.

Firing the city administrator and paying him a \$223,000 severance is not a decision to be taken lightly, nor one to be executed in less than two weeks. From my understanding, your two above colleagues on council have had previous difficulties working with Mr. Lazarus. Their resolution, however, strikes me as rash, irresponsible, and bullying.

The absence of any specifics in the resolution makes the proposal more of a personal grievance rather than a meaningful comment on how the council interfaces with an employee. Rather than fire the administrator under such strange circumstances, I would urge council to instead seek ways of working together with his office.

Thank you for your time and service on behalf of our community.

Kind Regards,

Matthew Woodbury

[REDACTED]

Ann Arbor, MI 48104

[REDACTED]

From: [REDACTED]
To: [Smith, Chip](#); [Ramlawi, Ali](#)
Subject: City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 12:27:11 PM

Dear Council Members,

I strongly object to firing Mr. Lazarus, as is apparently contemplated. He is a knowledgeable and highly competent public servant and this action will cost the taxpayers \$223,600.00 in severance as well as the not inconsiderable expense associated with finding and installing a new administrator.

Mr. Lazarus is far from the first to be targeted for removal, but simply the latest. I expect that all council members would be capable of working well with a variety of staff, volunteers and citizens - not all of whom will agree with them.

Why spend at least a quarter of a million dollars to remove an employee when we could instead insist upon courteous and productive work relationships between council, staff, volunteers and citizens.

Thank you for serving our ward and our city.

Best regards,

Arah Jocque

[REDACTED] Ann Arbor, MI 48103

From: [Anne Brod](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 12:27:50 PM

Mr. Ramlawi and Mr. Smith,

I am a resident of the 5th ward, and I want to voice my support for keeping Howard Lazarus as our City Administrator.

I have had several positive interactions with Mr. Lazarus since he started, and I have been pleased with so many of the improvements he has made based on both input from residents and data that supports those decisions.

His management style seems to be one of allowing current staff the opportunity to learn his expectations and to give them every chance to succeed. Others might have come in and cleaned house, but he wanted to retain the institutional memory of the long time staff. There are pros and cons to both management styles. While I originally was hoping he would clean house, he has managed to turn things around significantly in many areas without costing members of our community to lose their jobs. Neither approach is without risk, and the toxic culture in some areas of the administration appears to have been stronger than he expected (HR as an example).

Mr. Lazarus got school zones created, something that AAPS had been requesting for well over 10 years, and this winter was the first in a long time that there were salt trucks regularly out in advance of the snow and ice, and the plows came by in a timely manner.

Just because his management style is not what some others would choose, that does not mean it is wrong.

Unless there is something seriously wrong, about which the public is in the dark, I am asking you to please not support the removal of Howard Lazarus as City Administrator if your fellow members of City Council propose doing so.

Thank you for your time, and for your public service.

Anne Eckstein Brod

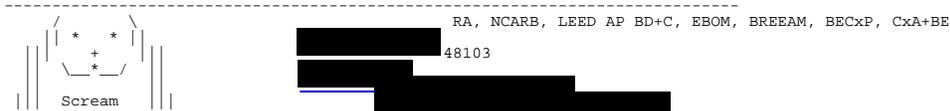
From: [John Beeson](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Cc: [Taylor, Christopher \(Mayor\)](#)
Subject: Comments for tonight RE: Mr. Lazarus
Date: Tuesday, February 18, 2020 12:35:00 PM

It would be a short cited error to fire the Administrator and a huge loss for the City. Howard is a competent & dedicated servant. He has been deliberately improving the culture & effectiveness of staff at City Hall. Firing him accomplishes nothing.

I don't see how this will help attract and retain the best to administrate this City and should City Council members vote to remove, I will surely be aware of how we attract bad decision makers (particularly in the next election).

Sincerely,

John



"There's a fine line between standing on the shore fishing and looking like an idiot" - Dave Barry

"But if we are designing new buildings in new ways, why shouldn't we preserve old buildings in new ways as well?" - Blair Kamin

"The road to energy independence, economic recovery and reductions in greenhouse gas emissions runs through the Building Sector." - Edward Mazria

"Sustainability is like teenage sex. Everybody says they're doing it, very few people actually are doing it. Those that are doing it are doing it badly." -Aussie architect Andrew Maynard

"There are thousands and thousands of people out there leading lives of quiet, screaming desperation, where they work long, hard hours at jobs they hate to enable them to buy things they don't need to impress people they don't like." - Nigel Marsh

"I think we need to attack the core of the problem, which is that we have an economic system that, by its very nature, will always reward people who make other people's lives worse and punish those who make them better." - David Graeber

From: [Kelly](#)
To: [Ali Ramlawi](#); [Smith, Chip](#); [Lumm, Jane](#)
Subject: Termination of Howard
Date: Tuesday, February 18, 2020 12:37:27 PM

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

From: [Adam Boisvert](#)
To: [Hayner, Jeff](#)
Subject: Conclude the Employment Agreement with City Administrator?
Date: Tuesday, February 18, 2020 12:46:37 PM

Hello Mr. Hayner

I live in your ward (on Charles St).

I just noticed a resolution was introduced to "Conclude the Employment Agreement with City Administrator Howard S. Lazarus". I hope you can provide some transparency as to why this resolution is being sought, and why it needed to be a last minute addition to the agenda, because there don't seem to be any details included with the resolution.

Replacing the city manager is a major change to this city's infrastructure, and I don't see how the council can in good conscience enact such a resolution without some more input from the city.

I encourage you to delay or vote-down the resolution tonight, and I hope your colleagues are more forthcoming about their reasoning behind future resolutions.

Thank you,
Adam Wheelock Boisvert

"The world will little note, nor long remember what we say here" - Lincoln, during the Gettysburg Address

From: [Adam Boisvert](#)
To: [Bannister, Anne](#)
Subject: Conclude the Employment Agreement with City Administrator?
Date: Tuesday, February 18, 2020 12:49:17 PM

Hello Ms. Bannister

I live in your ward (on Charles St).

I just noticed a resolution was introduced to "Conclude the Employment Agreement with City Administrator Howard S. Lazarus". I hope you can provide some transparency as to why this resolution is being sought, and why it needed to be a last minute addition to the agenda, because there don't seem to be any details included with the resolution.

Replacing the city manager is a major change to this city's infrastructure, and I don't see how the council can in good conscience enact such a resolution without some more input from the city.

I encourage you to delay or vote-down the resolution tonight, and I hope your colleagues are more forthcoming about their reasoning behind future resolutions.

Thank you,
Adam Wheelock Boisvert

"The world will little note, nor long remember what we say here" - Lincoln, during the Gettysburg Address

From: [Michelle Ryan Hughes](#)
To: [CityCouncil](#)
Subject: DC-8 -> NO: Lazarus termination agreement
Date: Tuesday, February 18, 2020 12:50:22 PM

I am very disappointed that you would try to fire a competent and dedicated public servant like our city administrator. I wish that you could have found a way to work together, instead. We need professionals with expertise and experience on staff, and our city has enjoyed that for many years. After this move, it may be difficult to attract high-quality professionals for this position, if they think they have to fear for their job security when the political winds change.

Please reconsider.

--Michelle

From: [Seth Peterson](#)
To: [Ramlawi, Ali](#)
Subject: Please keep Mr. Lazarus around.
Date: Tuesday, February 18, 2020 12:52:30 PM

CM Ramlawi,

I am sorry to see that this is even on the table:

<https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html>

I have been extremely pleased with the job Mr. Lazarus has done--we have seen real tangible improvements to Ann Arbor during his tenure. Every time I have seen him at meetings and events, he has been nothing but gracious and professional despite being publicly criticized for doing his job. It's one thing to fire someone for wrongdoing, but to fire them because you disagree with how they do their job seems lacking in cause, and sort of mean. Beyond that, finding a new qualified and competent administrator and bringing them on board takes years. Losing Mr. Lazarus would be such a waste in the city's investment in him. I don't know all the behind the scenes information, but from my perspective I'd encourage you to vote to keep him on. If he is fired, I will be curious to hear the explicit reasons for doing so. Thank you for your service to the city.

Cheers,

Seth Peterson



From: [Matt Catanzarite](#)
To: [Taylor, Christopher \(Mayor\)](#); [Bannister, Anne](#); [Hayner, Jeff](#); [Lumm, Jane](#); [Griswold, Kathy](#); [Ackerman, Zach](#); [Grand, Julie](#); [Eaton, Jack](#); [Nelson, Elizabeth](#); [Smith, Chip](#); [Ramlawi, Ali](#)
Subject: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 12:52:52 PM

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration".

A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...

How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite



From: [Eric Sturgis](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#); [Lumm, Jane](#)
Subject: Termination Resolution of Mr. Lazarus
Date: Tuesday, February 18, 2020 12:54:58 PM

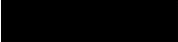
Councilmembers;

I hope you are doing well. I read the termination resolution and was surprised that there was not more detail into the reasoning for this action? I was hoping that a better explanation could be given as to why this action is taking place? Also, i noticed it said in the resolution that he could take legal action against the city, but if he does not agree with the termination (termination without cause) he could in fact take legal action I believe. Is this something that we should be concerned about tax payer wise?

Thanks for your due diligence in this matter.

Eric Sturgis
1st Ward Resident

--

Eric A Sturgis


From: [O'Brien Family](#)
To: [Ramlawi, Ali](#)
Subject: Firing City Administrator
Date: Tuesday, February 18, 2020 12:58:01 PM

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien



From: [Bannister, Anne](#)
To: [Matthew Woodbury](#)
Cc: [Hayner, Jeff](#)
Subject: Re: Lazarus Termination Agreement
Date: Tuesday, February 18, 2020 12:58:13 PM

Thank you, Matthew Woodbury, for sharing your input. Due to this being a personnel matter, Councilmembers are not at liberty to discuss our personal feelings about the resolution, but I will say that my Council colleagues and I have and will continue to give it immense personal thought. I don't think anyone serving on Council is taking this decision lightly and instead are trying to consider what's best for the City of Ann Arbor.

If you'd like to participate in future discussions, you might be interested in attending Council Caucus on Sunday nights before the Monday night Council meetings. Both meetings take place at 7 p.m. at City Hall on the second floor. The calendar is here: <http://a2gov.legistar.com/Calendar.aspx>

Thanks again for sharing your input.

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Matthew Woodbury [REDACTED]
Sent: Tuesday, February 18, 2020 12:25 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Lazarus Termination Agreement

Dear Ms. Bannister and Mr. Hayner,

I am troubled by the introduction of a resolution by Jack Eaton and Jane Lumm to "conclude the employment" of Howard Lazarus and would urge you to vote against it.

Firing the city administrator and paying him a \$223,000 severance is not a decision to be taken lightly, nor one to be executed in less than two weeks. From my understanding, your two above colleagues on council have had previous difficulties working with Mr. Lazarus. Their resolution, however, strikes me as rash, irresponsible, and bullying.

The absence of any specifics in the resolution makes the proposal more of a personal grievance rather than a meaningful comment on how the council interfaces with an employee. Rather than fire the administrator under such strange circumstances, I would urge council to instead seek ways of working together with his office.

Thank you for your time and service on behalf of our community.

Kind Regards,

Matthew Woodbury

[REDACTED]

Ann Arbor, MI 48104

[REDACTED]

From: [George Hammond](#)
To: [Bartel, Ali](#); [Smith, Chip](#)
Subject: Don't fire Lazarus
Date: Tuesday, February 18, 2020 12:58:18 PM

Hello Chip and Ali,

I just learned that Council will be voting on a proposal to fire Howard Lazarus and pay him a year's worth of severance pay. 12 months severance indicates that the Council does not have good cause. It doesn't seem to me he has been so bad that it's worth paying nearly a quarter of a million dollars to get rid of him. I urge you not to vote to fire him.

Oh, and here's another good reason to keep him. It might be quite hard to find a suitable replacement:

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.freep.com%2Fstory%2Flocal%2Fmichigan%2Fokland%2F2020%2F02%2F03%2Fdespite-job-boom-michigan-city-halls-short-on-cash-and-top-exec%2F461796600%2F&data=02%7C01%7Cchsmith%40a2gov.org%7C098136c758854995d4ee0847b49c2127%7C484fa58563754170b9d1e9c5688b92f3%7C0%7C0%7C637176454976910754&data=UoZ4%2FwRXLHORsxmngntSdXDDlAyKIn9jvX6SM8e%3D&reserved=0>

Best Regards,

George Hammond

From: [O'Brien Family](#)
To: [Smith, Chip](#)
Subject: Firing City Administrator
Date: Tuesday, February 18, 2020 12:58:18 PM

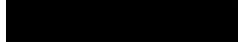
Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien



From: [George Hammond](#)
To: [Rambal, Ali - Smith, Chip](#)
Subject: Don't fire Lazarus
Date: Tuesday, February 18, 2020 12:59:37 PM

Hello Chip and Ali,

I just learned that Council will be voting on a proposal to fire Howard Lazarus and pay him a year's worth of severance pay. 12 months severance indicates that the Council does not have good cause. It doesn't seem to me he has been so bad that it's worth paying nearly a quarter of a million dollars to get rid of him. I urge you not to vote to fire him.

Oh, and here's another good reason to keep him. It might be quite hard to find a suitable replacement:

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.freep.com%2Fnews%2Flocal%2Fmichigan%2Fokland%2F2020%2F02%2F03%2Fdespite-job-boom-michigan-city-halls-short-on-cash-and-top-exec%2F4617966002%2F&data=02%7C01%7Caramlawi%40a2gov.org%7C6d-4e32923674d723ecc08d7b49c2144%7C48afa5856375417069d1e9c5688b92f3%7C0%7C0%7C63717645574255454&data=cWFe1cGWBr%2FNVwXWSPrcS3jRTL3lDxPvfxMSMzcm%3D&reserved=0>

Best Regards,

George Hammond

From: [Smith, Chip](#)
To: [REDACTED]
Subject: Re: Firing City Administrator
Date: Tuesday, February 18, 2020 1:00:41 PM

I completely concur with you!

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: O'Brien Family [REDACTED]
Sent: Tuesday, February 18, 2020 12:58 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Firing City Administrator

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

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Mr. and Mrs. Bob and Mattie O'Brien
[REDACTED]

From: [Bannister, Anne](#)
To: [REDACTED]
Cc: [Ramlawi, Ali](#); [Hayner, Jeff](#)
Subject: Re: Firing City Administrator Lazarus
Date: Tuesday, February 18, 2020 1:02:40 PM

Dear O'Brien Family,

Thank you for sharing your concerns. In addition to Councilmember Ramlawi, your Ward Five is also served by Councilmember Chip Smith.

Due to this being a personnel matter, Councilmembers are not at liberty to discuss our personal feelings about the resolution, but I will say that my Council colleagues and I have and will continue to give it immense personal thought. I don't think anyone serving on Council is taking this decision lightly and instead are truly considering what's best for the City of Ann Arbor.

If you'd like to participate in future discussions, you might be interested in attending Council Caucus on Sunday nights before the Monday night Council meetings. Both meetings take place at 7 p.m. at City Hall on the second floor. The calendar is here: <http://a2gov.legistar.com/Calendar.aspx>

Thanks again for sharing your input.

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

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Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing City Administrator Lazarus

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr. Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

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reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien



From: [Smith, Chip](#)
To: [Ramlawi, Ali](#); [Anne Brod](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 1:03:21 PM

Anne,

I do not support removing Mr. Lazarus and will vote against this resolution. I'm extremely disappointed in my colleagues for taking this action.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Anne Brod <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:27 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Howard Lazarus

Mr. Ramlawi and Mr. Smith,

I am a resident of the 5th ward, and I want to voice my support for keeping Howard Lazarus as our City Administrator.

I have had several positive interactions with Mr. Lazarus since he started, and I have been pleased with so many of the improvements he has made based on both input from residents and data that supports those decisions.

His management style seems to be one of allowing current staff the opportunity to learn his expectations and to give them every chance to succeed. Others might have come in and cleaned house, but he wanted to retain the institutional memory of the long time staff. There are pros and cons to both management styles. While I originally was hoping he would clean house, he has managed to turn things around significantly in many areas without costing members of our community to lose their jobs. Neither approach is without risk, and the toxic culture in some areas of the administration appears to have been stronger than he expected (HR as an example).

Mr. Lazarus got school zones created, something that AAPS had been requesting for well over 10 years, and this winter was the first in a long time that there were salt trucks regularly out in advance of the snow and ice, and the plows came by in a timely manner.

Just because his management style is not what some others would choose, that does not mean it is wrong.

Unless there is something seriously wrong, about which the public is in the dark, I am asking you to please not support the removal of Howard Lazarus as City Administrator if your fellow members of City Council propose doing so.

Thank you for your time, and for your public service.

Anne Eckstein Brod

From: [George Hammond](#)
To: [Smith, Chip](#)
Subject: Re: Don't fire Lazarus
Date: Tuesday, February 18, 2020 1:03:35 PM

Thanks Chip! I figured you would. I've been glad for your work on the Council.

Best Regards,

George

On Feb 18, 2020, at 1:01 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

I completely concur with you.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: George Hammond [REDACTED]
Sent: Tuesday, February 18, 2020 12:58 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Don't fire Lazarus

Hello Chip and Ali,

I just learned that Council will be voting on a proposal to fire Howard Lazarus and pay him a year's worth of severance pay. 12 months severance indicates that the Council does not have good cause. It doesn't seem to me he has been so bad that it's worth paying nearly a quarter of a million dollars to get rid of him. I urge you not to vote to fire him.

Oh, and here's another good reason to keep him. It might be quite hard to find a suitable replacement:
<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.freep.com%2Fstory%2Fnews%2Flocal%2Fmichigan%2Ffoakland%2F2020%2F02%2F03%2Fdespite-job-boom-michigan-city-halls-short-on-cash-and-top-execs%2F4617966002%2F&data=02%7C01%7Cchsmith%40a2gov.org%7C098136c758f54995d4ee08d7b49c2127%7C48afa58563754170b9d1e9c568bb92f3%7C0%7C637176454976910754&data=tUoZrF%2FwRXLHORSxmgmtlsDXDdlAyKInqSjvX6SM8c%3D&reserved=0>

Best Regards,

George Hammond

From: [Smith, Chip](#)
To: [John Beeson](#); [Ramlawi, Ali](#)
Cc: [Taylor, Christopher \(Mayor\)](#)
Subject: Re: Comments for tonight RE: Mr. Lazarus
Date: Tuesday, February 18, 2020 1:03:45 PM

Amen John - this is a step backward.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: John Beeson <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:34 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Comments for tonight RE: Mr. Lazarus

It would be a short cited error to fire the Administrator and a huge loss for the City. Howard is a competent & dedicated servant. He has been deliberately improving the culture & effectiveness of staff at City Hall. Firing him accomplishes nothing.

I don't see how this will help attract and retain the best to administrate this City and should City Council members vote to remove, I will surely be aware of how we attract bad decision makers (particularly in the next election).

Sincerely,

John



[REDACTED] RA, NCARB, LEED AP BD+C, EBOM, BREEAM, BECxP, CxA+BE

[REDACTED] 48103
[REDACTED]

"There's a fine line between standing on the shore fishing and looking like an idiot" - Dave Barry

"But if we are designing new buildings in new ways, why shouldn't we preserve old buildings in new ways as well?" - Blair Kamin

"The road to energy independence, economic recovery and reductions in greenhouse gas emissions runs through the Building Sector." - Edward Mazria

"Sustainability is like teenage sex. Everybody says they're doing it, very few people actually are doing it. Those that are doing it are doing it badly." - Aussie architect Andrew Maynard

"There are thousands and thousands of people out there leading lives of quiet, screaming desperation, where they work long, hard hours at jobs they hate to enable them to buy things they don't need to impress people they don't like." - Nigel Marsh

"I think we need to attack the core of the problem, which is that we have an economic system that, by its very nature, will always reward people who make other people's lives worse and punish those who make them better." - David Graeber

From: [Smith, Chip](#)
To: [REDACTED]
Subject: Re: City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 1:04:22 PM

Arah, I wholeheartedly concur with your thinking! I will not be voting to terminate Mr. Lazarus.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: [REDACTED]
Sent: Tuesday, February 18, 2020 12:26 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: City Administrator Howard Lazarus

Dear Council Members,

I strongly object to firing Mr. Lazarus, as is apparently contemplated. He is a knowledgeable and highly competent public servant and this action will cost the taxpayers \$223,600.00 in severance as well as the not inconsiderable expense associated with finding and installing a new administrator.

Mr. Lazarus is far from the first to be targeted for removal, but simply the latest. I expect that all council members would be capable of working well with a variety of staff, volunteers and citizens - not all of whom will agree with them.

Why spend at least a quarter of a million dollars to remove an employee when we could instead insist upon courteous and productive work relationships between council, staff, volunteers and citizens.

Thank you for serving our ward and our city.

Best regards,

Arah Jocque
[REDACTED] Ann Arbor, MI 48103

From: [Lumm, Jane](#)
To: [Eric Sturgis](#); [Bannister, Anne](#); [Hayner, Jeff](#)
Bcc: janelumm@comcast.net
Subject: RE: Termination Resolution of Mr. Lazarus
Date: Tuesday, February 18, 2020 1:05:00 PM

Hi Eric,

Thanks for writing and for your questions, and hope you're doing well, as well!

The termination agreement has been agreed to by Mr. Lazarus and his attorney, and so the City Administrator agrees with the terms – terms that are consistent with his employment contract.

The separation agreement also includes a non-disparagement clause, and so in terms of detail, will say little beyond recognizing that we share a mutual recognition and appreciation for the desire to chart a new path forward with a change in leadership. I say “mutual” recognition as this was cited by City Administrator Lazarus as a reason for departing Ann Arbor in his application for the Gainesville City Administrator position. I respect that the new councilmembers may have a different view on various city policies, and it is their job to advance policies their constituents support. Elections have consequences, and we must all respect and support policies and directions set forth by those elected to serve.

Sorry not to be more explicit as to the reasons for taking this action, and hope this is helpful.

Take care, Jane

From: Eric Sturgis <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:55 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Termination Resolution of Mr. Lazarus

Councilmembers;

I hope you are doing well. I read the termination resolution and was surprised that there was not more detail into the reasoning for this action? I was hoping that a better explanation could be given as to why this action is taking place? Also, i noticed it said in the resolution that he could take legal action against the city, but if he does not agree with the termination (termination without cause) he could in fact take legal action I believe. Is this something that we should be concerned about tax payer wise?

Thanks for your due diligence in this matter.

Eric Sturgis
1st Ward Resident

--

Eric A Sturgis



From: [Smith, Chip](#)
To: [Christian Simmons](#)
Subject: Re: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus
Date: Tuesday, February 18, 2020 1:05:39 PM

Chris, I completely agree with you and oppose the motion to terminate Mr. Lazarus. He's been an outstanding public servant.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Christian Simmons [REDACTED]
Sent: Tuesday, February 18, 2020 12:04 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus

Councilmembers Smith and Ramlawi;

I am writing to **STRONGLY** urge you to vote against this resolution and agreement. Mr. Lazarus is the epitome of what this community currently needs in a City Administrator, one who is calm, fair, reasoned, and an advocate for the work that staff puts in every day to support the directions given by Council. To conclude anything else, frankly, is a misunderstanding of the role of City Administrator and the role of positions such as yours on City Council. Should this action be taken by the Council, I fear that any competent member of City staff would immediately begin the process of seeking employment elsewhere and I would not blame them. As a current employee of a governmental organization, as well as a former employee at the state and local levels, it would certainly be my first action in response to an action like Council such as this. It demonstrates a desire on the part of City Council to control the day-to-day work of City employees, which has not and never should be the role of a city council. While I certainly have my own disagreements with the Administrator and staff regarding particular actions, I do maintain a belief that the action are driven by a desire to meet the needs of the City as directed by the Council. Where clarity does not exist, it is up to Council to adjust the ordinances that the city staff is charged to administer, not the Administrator to direct staff in contradiction to those ordinances.

Do NOT support this action. It will not end well.

--



Chris Simmons
about.me/cwsjd99



From: [Seth Peterson](#)
To: [Lazarus, Howard](#)
Subject: Thank you for all you have done for Ann Arbor.
Date: Tuesday, February 18, 2020 1:06:13 PM

Mr. Lazarus,

I was very disappointed to see this news:

<https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html>

I certainly hope that council votes wisely cause I would be grateful if you stuck around. From my perspective, you have done a fine job making Ann Arbor a nicer place for my family to live, despite a less than hospitable environment. We really appreciate all the improvements that you have seen through during your tenure here. Many thanks for all your time and service to Ann Arbor.

Thank you,

Seth Peterson

██████████.

From: [Smith, Chip](#)
To: [Isabelle Winer](#); [Ramlawi, Ali](#)
Cc: [Jeffrey May](#)
Subject: Re: In support of City Administrator
Date: Tuesday, February 18, 2020 1:06:42 PM

Isabelle and Jeff,

I do not support this action and completely concur with your thinking. I will vote against the Lumm and Eaton resolution.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Isabelle Winer [REDACTED]
Sent: Tuesday, February 18, 2020 12:03 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Jeffrey May [REDACTED]
Subject: In support of City Administrator

Hi Ali and Chip,

We are Ward 5 residents and wanted to take a moment today to reach out, having seen a report that reps Eaton and Lumm have put forth a proposal to fire the city administrator, Howard Lazarus.

I do not support the firing of Howard Lazarus generally, but particularly in light of a complete lack of public discussion on either Eaton or Lumm's part for the justification to do so, outside of broad disagreements on the future of this city, hurt feelings that he is being open about the difficulties he has had with city council, or frustrations that they sit on a city council in a place where power has been consolidated to the city administrator.

If there is a good, specific reason, then a case needs to be made to the citizens of Ann Arbor. But considering he is being fired without cause and would get 200k+ in severance, it appears this is more about disagreements on priorities as opposed to a fire-able offense. If you feel otherwise, I would be open to hearing your thoughts.

Please vote against his firing.

Thank you both for the time and commitment you put into our city,
Isabelle Winer & Jeff May

From: [Joe Ohren](#)
To: [Smith, Chip](#)
Subject: Terminating City Administrator?
Date: Tuesday, February 18, 2020 1:07:37 PM

Chip, I just sent the following note to Ali as well.

I was surprised to learn of the addition of a resolution on tonight's council agenda to terminate the contract with city administrator Lazarus. The reasons for such an action are not clear to me since while I have no direct contact with the administrator, in the advisory bodies on which I have served and the community forums in which I have participated my assessment of his role and actions has been very positive.

There appears to be some stability in city administration, albeit with current events in the police department and recent events in human resources the cause of some concern, and the city's finances have been strengthened in his tenure as administrator. And, given the significant climate change initiatives being currently undertaken, the turmoil of a transition extending over several months in the leadership of the administration could set the city back for a long time.

I urge you to vote no on this resolution, or at a minimum, to vote to table the resolution until there can be more public discussion of why Mr. Lazarus should be terminated and what the consequences of such an action might be publicly explored.

From: [Smith, Chip](#)
To: [Johnathon Beals](#); [Ramlawi, Ali](#)
Subject: Re: Lazarus Employment
Date: Tuesday, February 18, 2020 1:08:25 PM

Jonathon,

It is my impression that Mr. Lazarus is being fired without cause. I do not support this action for many of the reasons you outlined.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Johnathon Beals [REDACTED]
Sent: Tuesday, February 18, 2020 12:36 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Lazarus Employment

Hello,

I am writing you as a resident of Ward 5, who is concerned about the last-minute addition, without explanation, of the termination of Howard Lazarus' employment with the city. I urge you to vote against this measure, and to advise your fellow Councilmembers that these kinds of suspicious power-plays are unbecoming of Council. If there is reason for Howard's termination, then we should be given that reason with enough lead time for comment and digesting of the specifics.

Sincerely,

Johnathon Beals
[REDACTED]

From: [Smith, Chip](#)
To: [Kelly](#)
Subject: Re: Termination of Howard
Date: Tuesday, February 18, 2020 1:10:44 PM

Thanks for writing - I totally support Mr. Lazarus and strenuously object to both the resolution and the process. Unfortunately, by my estimation, there are seven votes in favor of terminating Mr. Lazarus - Eaton, Lumm, Ramlawi, Nelson, Hayner, Bannister, Griswold.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Kelly [REDACTED]
Sent: Tuesday, February 18, 2020 12:37 PM
To: Ali Ramlawi <aramlawi@yahoo.com>; Smith, Chip <ChSmith@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Termination of Howard

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

From: [Smith, Chip](#)
To: [Michelle Ryan Hughes](#)
Subject: Re: DC-8 -> NO: Lazarus termination agreement
Date: Tuesday, February 18, 2020 1:10:56 PM

Amen

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Michelle Ryan Hughes [REDACTED]
Sent: Tuesday, February 18, 2020 12:50 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8 -> NO: Lazarus termination agreement

I am very disappointed that you would try to fire a competent and dedicated public servant like our city administrator. I wish that you could have found a way to work together, instead. We need professionals with expertise and experience on staff, and our city has enjoyed that for many years. After this move, it may be difficult to attract high-quality professionals for this position, if they think they have to fear for their job security when the political winds change.

Please reconsider.

--Michelle

From: [John Barrie](#)
To: [Ramlawi, Ali](#)
Subject: Please Don't Vote To Fire City Administrator
Date: Tuesday, February 18, 2020 1:11:25 PM

Dear Councilman Ramlawi,

Please don't fire our City Administrator. 1. I believe he is doing a good job. 2. There has not been enough time for citizens to respond to this hurried vote. The tactics of rushing such an important decision are very disappointing for a city that takes local politics seriously.

I take this seriously. I vote and I periodically host local politicians to meet neighbors.

Thank you,

John Barrie

John S. Barrie
Founder and Chief Innovation Officer
The Appropriate Technology Collaborative
3765 Plaza Drive
Ann Arbor, MI 48108
ph: 734.412-4411

Guatemala Office
11 Calle Callejón 15 11-40 zona 1
Quetzaltenango
Guatemala 09001
Tel: (502) 4900-4026
e: john@apptechdesign.org
www.apptechdesign.org



ATC Facebook: [ATC Facebook Page](#)

<https://youtu.be/rSB8Q4Id8lw>

From: [Smith, Chip](#)
To: [Matt Catanzarite](#)
Subject: Re: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 1:13:15 PM

Matthew,

You summed up my feelings better than I have myself. I'm incredibly disappointed with this body.

Needless to say I will not be supporting this resolution. Though, by my estimation based on both direct conversation and hearsay, I believe the following 7 will vote to terminate Mr.

Lazarus: Lumm, Eaton, Ramlawi, Nelson, Hayner, Griswold, and Bannister

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Matt Catanzarite [REDACTED]
Sent: Tuesday, February 18, 2020 12:52 PM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Resolution to fire City Administrator Howard Lazarus

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration".

A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...

How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite



From: [Smith, Chip](#)
To: [George Hammond](#)
Subject: Re: Don't fire Lazarus
Date: Tuesday, February 18, 2020 1:14:07 PM

Thank you, that means a lot.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: George Hammond - [REDACTED]
Sent: Tuesday, February 18, 2020 1:03 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: Don't fire Lazarus

Thanks Chip! I figured you would. I've been glad for your work on the Council.

Best Regards,

George

On Feb 18, 2020, at 1:01 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

I completely concur with you.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: George Hammond - [REDACTED]
Sent: Tuesday, February 18, 2020 12:58 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Don't fire Lazarus

Hello Chip and Ali,

I just learned that Council will be voting on a proposal to fire Howard Lazarus and pay him a year's worth of severance pay. 12 months severance indicates that the Council does not have good cause. It doesn't seem to me he has been so bad that it's worth paying nearly a quarter of a million dollars to get rid of him. I urge you not to vote to fire him.

Oh, and here's another good reason to keep him. It might be quite hard to find a suitable replacement:
<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2Fwww.freep.com%2Fstory%2Fnews%2Flocal%2Fmichigan%2Foakland%2F2020%2F02%2F03%2Fdespite-job-boom-michigan-city-halls-short-on-cash-and-top-execs%2F4617966002%2F&data=02%7C01%7Cchsmith%40a2gov.org%7C098136c758f54995d4ee08d7b49c2127%7C48afa58563754170b9d1e9c568bb92f3%7C0%7C637176454976910754&data=iUoZrF%2FwRXLHORsxmngmlsDXDdAyKlnq9jvX6SM8c%3D&reserved=0>

Best Regards,

George Hammond

From: [Smith, Chip](#)
To: [Joe Ohren](#)
Subject: Re: Terminating City Administrator?
Date: Tuesday, February 18, 2020 1:15:31 PM

Joe,

As usual, you captured my own thoughts more succinctly than I have been able to since learning of this coup.

I won't be supporting this, but I will be withholding comment until after the meeting. I'll make sure you get a copy of my statement.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Joe Ohren <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:07 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Terminating City Administrator?

Chip, I just sent the following note to Ali as well.

I was surprised to learn of the addition of a resolution on tonight's council agenda to terminate the contract with city administrator Lazarus. The reasons for such an action are not clear to me since while I have no direct contact with the administrator, in the advisory bodies on which I have served and the community forums in which I have participated my assessment of his role and actions has been very positive.

There appears to be some stability in city administration, albeit with current events in the police department and recent events in human resources the cause of some concern, and the city's finances have been strengthened in his tenure as administrator. And, given the significant climate change initiatives being currently undertaken, the turmoil of a transition extending over several months in the leadership of the administration could set the city back for a long time.

I urge you to vote no on this resolution, or at a minimum, to vote to table the resolution until there can be more public discussion of why Mr. Lazarus should be terminated and what the consequences of such an action might be publicly explored.

From: [O'Brien Family](#)
To: [Lazarus, Howard](#)
Subject: Tonight's vote
Date: Tuesday, February 18, 2020 1:15:44 PM

Dear Mr. Lazarus,

In advance of tonight's City Council meeting and what appears to be a foregone decision, we wanted to let you know that we deeply appreciate your service to Ann Arbor and oppose the Council's actions. We have encouraged other citizens to contact Council members as well.

"Dear Councilmembers and particularly our Ward Representative Ali Ramwali, We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien

████████████████████

From: [Ginny Rogers](#)
To: [CityCouncil](#)
Subject: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 1:19:04 PM

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,
Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

From: [Lumm, Jane](#)
To: [REDACTED]
Cc: [Ramlawi, Ali](#)
Subject: RE: Firing City Administrator Lazarus
Date: Tuesday, February 18, 2020 1:22:01 PM

Dear Mr. and Mrs. O'Brien,

Thank you for writing to express your concerns and views with regard to Mr. Lazarus' performance.

I, as you likely appreciate, am one of the sponsors of the resolution recommending accepting the termination agreement with Mr. Lazarus. I will also just share that this recommendation is not being taken lightly by anyone, and it has been my observation that councilmember Ramlawi has been exceedingly thoughtful in his deliberations, questions, and has done much due diligence prior to arriving at this decision. CM Ramlawi has also been very courteous and professional in his interactions with Mr. Lazarus at various meetings and in general.

Because we care deeply about the direction and future path forward of our wonderful city, we have determined that the path forward would best be served with new leadership. In terms of the leadership concern, I will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did state that the new council was charting a different direction or path, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that our elected officials strive to serve their constituents, and given that elections have consequences, we are charged with and strive to represent the views and policies our constituents. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials charged with this responsibility.

This action is not being taken on a whim, but is the result of a mutually shared and recognized change in direction, and we all strive to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, but also felt the need to respond out of respect for the care and thoughtfulness Mr. Ramlawi dedicates to his councilmember duties.

Thank you, again, for writing, and hope this is helpful.

Best regards, Jane Lumm

From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:57 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing City Administrator Lazarus

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien



From: [Scott Trudeau](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#); [Taylor, Christopher \(Mayor\)](#)
Subject: City Administrator Termination
Date: Tuesday, February 18, 2020 1:24:39 PM

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

I understand some of you have been frustrated that City staff isn't sufficiently sycophantic to the bidding of Council. In my view, in every case that staff or Mr Lazarus has been attacked by Councilmembers, Mr Lazarus has supported his staff in acting with professional integrity. Under Lazarus, staff have based their recommendations rooted in their areas of expertise and upon the many policy goals and plans previously approved by Council. This doesn't mean I always think staff does the exact thing I would prefer or offers the perfect solution to any issue, but I do believe under Mr Lazarus leadership staff is both doing an excellent job and has established a supportive culture of continual improvement at City Hall. I admire his steady, sober and effective leadership.

Furthermore, it is unreasonable & unethical to expect professional civil servants to recommend actions that will not achieve the goals also articulated by Council (or would violate legal obligations of the City). When the agreed upon policy goals & subsequent actions are misaligned, it is healthy that there is pushback on the actions from hired experts. This is exactly the kind of loyalty you should value: a loyalty to principle & policy goals, not to whatever is politically convenient to currently sitting elected officials.

This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau
Ward 1

From: [Keri Bruggink](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Subject: Why is the City Council considering firing Howard Lazarus?
Date: Tuesday, February 18, 2020 1:25:01 PM

Dear Mr Smith and Mr Ramlawi,

Why has a resolution been added to tonight's City Council agenda to terminate Mr Lazarus?
There appears to be no details or rationale included for the firing.

Please do not fire Mr Lazarus, or at the very least, help Ann Arbor residents to understand why this action is being considered.

Thank you.
Keri Bruggink

[REDACTED]

--

Keri Bruggink

[REDACTED]

From: [Carla Bayha](#)
To: [Ramlawi, Ali](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 1:26:14 PM

Dear Council Member Ramlawi

I am very disappointed in hearing that council members are considering asking for the termination of our city manager. Aside from the waste of money for a termination with no cause, and the difficulties in finding a replacement, it all sounds like a very Trumpian loyalty pledge maneuver (unless that's the point).

I do not live in the 5th ward (but the 3rd) but I am a frequent customer (“baba, extra pickles”) who admires your business work ethic, but not all of the positions that you take.

Please reconsider if learning to get along and listening more is not the best strategy.

Carla Bayha



From: [Lumm, Jane](#)
To: [Michelle Ryan Hughes](#)
Subject: RE: DC-8 -> NO: Lazarus termination agreement
Date: Tuesday, February 18, 2020 1:28:00 PM

Thank you for your feedback, Michelle. We have many experienced and talented professionals on staff who have demonstrated their capability to serve in this capacity, so do not think we will fail to continue to serve the needs and best interests of our city and citizens during this period.

Again, thank you for writing, Jane Lumm

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

From: Michelle Ryan Hughes <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:50 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8 -> NO: Lazarus termination agreement

I am very disappointed that you would try to fire a competent and dedicated public servant like our city administrator. I wish that you could have found a way to work together, instead. We need professionals with expertise and experience on staff, and our city has enjoyed that for many years. After this move, it may be difficult to attract high-quality professionals for this position, if they think they have to fear for their job security when the political winds change.

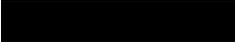
Please reconsider.

--Michelle

From: [Conor Neville](#)
To: [Ramlawi, Ali](#)
Subject: upcoming CM vote
Date: Tuesday, February 18, 2020 1:28:18 PM

Councilman Ramlawi,

I was very disappointed, as a resident of your ward, to read that you plan to vote to fire the city manager, without cause, at this evening's meeting. This, to me, is another vote to impede progress in Ann Arbor and cost the city further resources. As a young homeowner, I find myself constantly frustrated with the rising cost of living in Ann Arbor and would have hoped that you, as a business owner who has benefited from Ann Arbor's growth, would try to build the city in the same way for the next generations. I regret that what seemed to a forward-looking city has now devolved into elected council members thinking it is wise to remove professional, full-time staff members over personal disagreements. I do hope you will reconsider this vote.

Conor Neville


From: [Ann](#)
To: [REDACTED]
Subject: City Council Tonight
Date: Tuesday, February 18, 2020 1:30:36 PM

I oppose the proposed plan to fire City Administrator, Howard Lazarus.

Ann Garvin
[REDACTED]

From: [Anne Brod](#)
To: [Smith, Chip](#); [Ramlawi, Ali](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 1:30:54 PM

Thank you, Mr. Smith.

Mr. Ramwali,

I just read in the MLive article a quote from you that “being a city administrator anywhere for three or four years is a long tenure,”. While this may be the new norm, I do not think it is something we want to encourage. In most high level jobs, it takes at least 2 years to become completely familiar with all the aspects of the job and to integrate your own management style. A turnover in this short period of time continues to create a situation where the staff determines the culture and many of the processes that should be handled by the City Administrator.

Mr. Lazarus has worked hard to create a culture of accountability on the part of the City in response to citizens and the community organizations it serves. An administrator of his caliber does not come along often, and Council should be working with him to resolve any issues or conflicts between him and Council, rather than removing him and expecting that someone better will come along. Why would they want to subject themselves to this type of treatment?

At the very least, this resolution should be tabled until the next meeting, as it was posted after the sign up for public commentary had closed. Something of this importance should not be rushed through without the chance for broader public input, and not just of those who happen to be at a computer this afternoon.

Anne

On February 18, 2020 at 1:03 PM "Smith, Chip" <ChSmith@a2gov.org> wrote:

Anne,

I do not support removing Mr. Lazarus and will vote against this resolution. I'm extremely disappointed in my colleagues for taking this action.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Anne Brod <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:27 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>

Subject: Howard Lazarus

Mr. Ramlawi and Mr. Smith,

I am a resident of the 5th ward, and I want to voice my support for keeping Howard Lazarus as our City Administrator.

I have had several positive interactions with Mr. Lazarus since he started, and I have been pleased with so many of the improvements he has made based on both input from residents and data that supports those decisions.

His management style seems to be one of allowing current staff the opportunity to learn his expectations and to give them every chance to succeed. Others might have come in and cleaned house, but he wanted to retain the institutional memory of the long time staff. There are pros and cons to both management styles. While I originally was hoping he would clean house, he has managed to turn things around significantly in many areas without costing members of our community to lose their jobs.

Neither approach is without risk, and the toxic culture in some areas of the administration appears to have been stronger than he expected (HR as an example).

Mr. Lazarus got school zones created, something that AAPS had been requesting for well over 10 years, and this winter was the first in a long time that there were salt trucks regularly out in advance of the snow and ice, and the plows came by in a timely manner.

Just because his management style is not what some others would choose, that does not mean it is wrong.

Unless there is something seriously wrong, about which the public is in the dark, I am asking you to please not support the removal of Howard Lazarus as City Administrator if your fellow members of City Council propose doing so.

Thank you for your time, and for your public service.

Anne Eckstein Brod

From: [Kelly](#)
To: [Smith, Chip](#)
Subject: Re: Termination of Howard
Date: Tuesday, February 18, 2020 1:31:19 PM

Glad to hear it Chip. Thanks for your response.

If they have the votes, can the Mayor veto it?

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

On Tuesday, February 18, 2020, 01:10:44 PM EST, Smith, Chip <chsmith@a2gov.org> wrote:

Thanks for writing - I totally support Mr. Lazarus and strenuously object to both the resolution and the process. Unfortunately, by my estimation, there are seven votes in favor of terminating Mr. Lazarus - Eaton, Lumm, Ramlawi, Nelson, Hayner, Bannister, Griswold.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Kelly <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:37 PM
To: Ali Ramlawi <aramlawi@yahoo.com>; Smith, Chip <ChSmith@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Termination of Howard

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

From: [Bannister, Anne](#)
To: [Lester Wyborny](#)
Cc: [Hayner, Jeff](#)
Subject: Re: Fw: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.
Date: Tuesday, February 18, 2020 1:32:00 PM
Attachments: [Agenda-38.pdf](#)

Is your co-worker Peter Jung, aka Zoltan? I've been working with him on Barton sidewalks. It's on the agenda CA-6 page 3. He might like some input from you based on your experience with the Traver sidewalks.

Yes, it's true that there's a resolution on the Agenda at [DC-8](#) page 7 to vote on whether to conclude Mr. Lazarus' employment. Due to this being a personnel matter, Councilmembers are not at liberty to discuss our personal feelings, but I will say that my Council colleagues and I have and will continue to give it immense personal thought. I don't think anyone serving on Council is taking this decision lightly and are instead trying to consider what's best for the City of Ann Arbor.

Great to hear from you! Keep in touch. -- Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lester Wyborny <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:03 PM
To: Bannister, Anne <ABannister@a2gov.org>
Subject: Re: Fw: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Hey Anne, I hope that you are well and that the City government work is treating you well. My coworker, who is affected by the Barton Road project said that he just found out that Howard Lazarus is being ousted as City Administrator. Is that true?

Lester

On Thu, Sep 12, 2019 at 1:52 PM Bannister, Anne <ABannister@a2gov.org> wrote:

Hi Everybody (please forward to anyone I've missed),

Just wanted to invite you to the public meeting on Thursday, Sept. 19 at 6:30 p.m. at Northside STEAM to learn more about the *Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail*.

It's another set of new sidewalks and filling of gaps on Barton Drive, and a tangentially related request

for traffic calming on Northside, that is working its way through the system.

It has similarities to the 1600 Traver project. At this point, it appears 80% of the Barton Drive neighbors have signed a petition opposing the project (I'm waiting for "certification" of the petition from staff).

Hope to see you on Sept. 19.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages are subject to disclosure under the Michigan Freedom of Information Act (FOIA).

From: Higgins, Sara <SHiggins@a2gov.org>
Sent: Friday, September 6, 2019 3:26 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Allen, Jane (Engineering) <JAllen2@a2gov.org>; Wright, Andrea <AWright@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Fournier, John <JFournier@a2gov.org>
Subject: RE: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Dear Ward One Councilmembers:

Staff is sending meeting notifications to property owners and neighbors surrounding the Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail. The attached notification "Barton Drive Public Meeting Invitation Affected Sidewalk Properties" will be provided to the 23 property owners where we are proposing new sidewalk. The project web page has been updated with the meeting agenda:

<https://www.a2gov.org/departments/engineering/Pages/Barton-Drive-Resurfacing-and-Water-Main-Replacement-Project.aspx>

Sara Higgins, Strategic Planning Coordinator

Ann Arbor City Administrator's Office | Guy C. Larcom City Hall | 301 E. Huron, 3rd Floor · Ann Arbor · MI · 48104
734.794.6110 (O) · 734.994.8296 (F) | Internal Extension 41102
shiggins@a2gov.org | www.a2gov.org



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A2 Be Safe. Everywhere. Everyone. Every day.
a2gov.org/A2BeSafe

From: Higgins, Sara
Sent: Friday, August 23, 2019 1:49 PM

To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Allen, Jane (Engineering) <JAllen2@a2gov.org>; Wright, Andrea <AWright@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Subject: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Dear Ward One Councilmembers,

Attached is notice of a meeting regarding the Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail scheduled on Thursday, September 19 at 6:30 p.m. in the Multipurpose Room of Northside STEAM School, 912 Barton Drive. A letter to residents and property owners in the project area will be sent in early September.

Thank you,

Sara Higgins, Strategic Planning Coordinator

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From: Allen, Jane (Engineering) <JAllen2@a2gov.org>

Sent: Friday, August 23, 2019 1:42 PM

Subject: City of Ann Arbor, Barton Drive Resurfacing and Water Main Replacement Project, Public Meeting Notice

The City of Ann Arbor is beginning the public engagement process for the upcoming Barton Drive Resurfacing and Water Main Replacement Project. The Project limits are from the M-14 on/off ramp to Pontiac Street. Potential improvements to the intersection of Barton and Starwick will also be considered. View the [project area map](#).

You are invited to a public meeting on **Thursday, September 19, 2019 from 6:30 to 8:30 p.m., at Northside STEAM Elementary School, Multipurpose Room, 912 Barton Drive.**

Construction impacts and proposed project design details will be discussed at this meeting. Public input opportunities will include feedback about intersection reconfigurations along Barton Drive and active transportation improvements, such as bike lanes, crosswalks, and sidewalk gap-filling. Filling sidewalk gaps would involve special assessments to adjacent property owners. Your input is important to be considered in the project design. A written feedback opportunity about desired improvements and locations will be available at the meeting and as an online survey, available at www.a2gov.org/bartondrive.

A letter to residents and property owners in the project area will be sent early September.

Please help us get the word out about this upcoming project and engagement opportunities by sharing this with groups that you represent.

Please contact me with any questions or concerns.

If you do not wish to receive these updates further, please email me to that effect and I will remove you from the distribution list.

Jane Allen, P.E., Civil Engineer IV

Engineering, Public Services

City of Ann Arbor | Guy C. Larcom City Hall | 301 E. Huron, 4th Floor · Ann Arbor · MI · 48104

734.794.6410 Extension 43678

jallen2@a2gov.org | www.a2gov.org

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City of Ann Arbor

301 E. Huron St.
Ann Arbor, MI 48104
<http://a2gov.legistar.com/Calendar.aspx>

Meeting Agenda - Final-revised City Council

Tuesday, February 18, 2020

7:00 PM

Larcom City Hall, 301 E Huron St, Second floor,
City Council Chambers

Council meets in Caucus at 7:00 p.m. on the Sunday prior to each Regular Session.

CALL TO ORDER

MOMENT OF SILENCE

PLEDGE OF ALLEGIANCE

ROLL CALL OF COUNCIL

APPROVAL OF AGENDA

AC COMMUNICATIONS FROM THE CITY ADMINISTRATOR

AC-1 [20-0274](#) Response to Resolution R-19-569 - Resolution to Support Center of the City Interim Use and Long Term Planning for the Center of the City/Library Lot Property - February 11, 2020

(City Administrator - Howard S. Lazarus, City Administrator)

Attachments: 200211 Center of the City Update.pdf

(Added 2/11/20)

AC-2 [20-0275](#) Response to Resolution R-19-462 - Resolution Regarding the Michigan Regulation and Taxation of Marihuana Act "Competitive Process" for Adult Use Retailers, Designated Consumption Establishments, and Microbusinesses

(City Administrator - Howard S. Lazarus, City Administrator)

Attachments: 200211 - Response to Council Resolution R-19-462 Final.pdf

(Added 2/11/20)

AC-3 [20-0288](#) A2 Zero Report - February 18, 2020

(City Administrator - Howard S. Lazarus, City Administrator)

Attachments: 200218 Council Update on A2Zero.pdf

(Added 2/14/20)

- AC-4 [20-0290](#) February 18, 2020 Agenda Response Memo and eComments
(City Administrator - Howard S. Lazarus, City Administrator)
Attachments: 200218 Agenda Responses 2-18-20 FINAL.pdf
(Added 2/14/20)

INT INTRODUCTIONS

PUBLIC COMMENTARY - RESERVED TIME (3 MINUTES PER SPEAKER)

*** (SPEAKERS ARE NOT PERMITTED TO GRANT THEIR RESERVED TIME TO AN ALTERNATE SPEAKER)**

*** ACCOMMODATIONS CAN BE MADE FOR PERSONS NEEDING ASSISTANCE WHILE ADDRESSING COUNCIL**

CC COMMUNICATIONS FROM COUNCIL

MC COMMUNICATIONS FROM THE MAYOR

- MC-1 [20-0268](#) Appointments & Nominations
(Mayor's Office)
(Added 2/14/20)

CA CONSENT AGENDA

- CA-1 [20-0026](#) Resolution Authorizing Sanitary Sewer Capital Recovery Charges for 1015 Newport Rd. (\$5,982.00)
(Treasury Services - Michael Pettigrew, Treasurer)
- CA-2 [20-0027](#) Resolution Authorizing Water Capital Recovery Charges for 1015 Newport Rd. (\$2,696.00)
(Treasury Services - Michael Pettigrew, Treasurer)
- CA-3 [20-0028](#) Resolution Authorizing Sanitary Sewer Capital Recovery Charges for 2680 Geddes Ave. (\$25,954.00)
(Treasury Services - Michael Pettigrew, Treasurer)
- CA-4 [20-0029](#) Resolution Authorizing Water Capital Recovery Charges for 3060 Dover Place. (\$20,971.00)
(Treasury Services - Michael Pettigrew, Treasurer)

- CA-5 [20-0220](#) Resolution to Approve the Board of Insurance Administration's January 30, 2020 Recommendations for 2020 Property and Casualty Insurance Renewals (**8 Votes Required**)
(Treasury Services - Michael Pettigrew, Treasurer)
Attachments: 2020 Insurance Renewal Executive Summary.pdf
- CA-6 [20-0067](#) Resolution No. 2 - Barton Drive Water Main Replacement and Resurfacing Project - Sidewalk Special Assessment District #55, Brede Place to Pontiac Trail
(Engineering - Craig Hupy, Public Services Area Administrator)
Attachments: Owner Addresses and Frontage District #55.pdf, Brede to Pontiac Map.pdf
Revised 2/11/20)
- CA-7 [20-0068](#) Resolution No. 2 - Barton Drive Water Main Replacement and Resurfacing Project - Sidewalk Special Assessment District #60, Barton at Starwick
(Engineering - Craig Hupy, Public Services Area Administrator)
Attachments: Special Special District 60, Barton at Starwick Roll.pdf, Barton Starwick Map.pdf
- CA-8 [19-2418](#) Resolution to Authorize Professional Services Agreements with Material Testing Consultants, Inc. (\$125,000.00); Testing Engineers & Consultants, Inc. (\$125,000.00); Tetra Tech, Inc. (\$125,000.00); CTI and Associates, Inc. (\$125,000.00) and The Mannik and Smith Group, Inc. (\$75,000.00) for As-Needed Geotechnical and Environmental Services
(Engineering - Craig Hupy, Public Services Area Administrator)
Attachments: PSA - CTI.pdf, PSA - MTC.pdf, PSA - TEC.pdf, PSA - Tetra Tech.pdf, PSA - Mannik & Smith.pdf
- CA-9 [20-0075](#) Resolution to Approve the Purchase of a Vehicle from Gorno Ford (MiDeal Bid - \$26,382.00)
(Fleet & Facilities Services - John Fournier, Assistant City Administrator)
Attachments: Gorno Ford - Fusion PHEV Quote(2).pdf, MiDeal Contract 071B7700181.pdf
- CA-10 [20-0132](#) Resolution to Authorize an Increase to the Sole Source Purchase Order with DTE for Compressed Natural Gas Fueling Services (\$50,000.00)
(Public Works - Craig Hupy, Public Services Area Administrator)
Attachments: DTE Sole Source.pdf

- CA-11 [20-0063](#) Resolution to Approve the Amendment and Renewal of the City's Contract with Blue Cross Blue Shield of Michigan to Provide Administrative Claims Processing Services and Related Stop-Loss Insurance Coverage Through BCS Insurance Company for the City's Health Care Plan on Behalf of Employees and Retirees and Their Dependents, and to Authorize the City Administrator to Execute the Necessary Documentation (\$1,871,851.00)
(Human Resources - John Fournier, Interim HR Director)
- CA-12 [20-0163](#) Resolution to Appropriate Affordable Housing Trust Funds Without Regard to Fiscal Year for Projects Previously Approved by City Council (**8 Votes Required**)
(Community Services - Derek Delacourt, Community Services Area Administrator)
- CA-13 [20-0174](#) Resolution to Approve Street Closings for the Ann Arbor Marathon Running Event - Sunday, March 22, 2020
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: Marathon 2020 Map.pdf
- CA-14 [20-0232](#) Resolution to Approve Street Closures for MUSIC Matters SpringFest from 4:00 A.M. on Friday, April 17, 2020 until 10:00 P.M.
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: SpringFest 2020 Map.pdf
- CA-15 [20-0181](#) Resolution to Approve a Contract with Stantec Consulting Michigan, Inc. to Provide Lighting Design Services for the Ann Arbor Skatepark (\$38,913.00)
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: RFP_19-39_ProposalTab.pdf, RFP_19-39_Document.pdf, RFP_19-39_Addendum1.pdf, RFP_19-39_Addendum2.pdf, Stantec_Skatepark Lighting Design PSA.pdf
- CA-16 [20-0229](#) ~~Resolution to Approve the North University Avenue Street Fair on North University Avenue between Fletcher Street and South Thayer Street on Saturday, April 4, 2020, from 12:00 p.m. to 6:00 p.m., and to Close North University Avenue from Friday, April 3, 2020 at 11:00 a.m. until Sunday, April 5, 2020 at 6:00 p.m. (DELETED FROM AGENDA ON 2/10/20)~~
(Community Services - Derek Delacourt, Community Services Area Administrator)
Attachments: MRA_Advisory_Bulletin_-_Temporary_Marijuana_Events_-_01-24-2020_679352_7.pdf, Memo 2020 Monroe Street Fair Fire EMS.pdf, Hash Bash Estimate.pdf, Hash Bash North Map.pdf, UMS Comments.pdf, Applicant Site Plans, Applicant Itinerary
(Deleted from Agenda on 2/10/20)

PH PUBLIC HEARINGS (3 MINUTES PER SPEAKER)

- PH-1** [20-0196](#) An Ordinance to Amend Section 1:171 of Chapter 8 (Organization of Boards and Commissions) of the Code of the City of Ann Arbor (Ordinance No. ORD-20-03)
(City Council)
Sponsors: Nelson, Eaton and Griswold
Attachments: ORD-20-03 Briefed.pdf, C-2 As Amended.pdf, Ordinance to Amend Section 1:171.pdf
(See B-1)
- PH-2** [20-0098](#) Resolution to Approve the Talpos-Knight Annexation, 1.3 Acres, 2731 Newport (CPC Recommendation: Approval - 8 Yeas and 0 Nays)
(City Planning Commission - Derek Delacourt, Community Services Area Administrator)
Attachments: 2731 Newport Planning Staff Report w Attachments-1-7-2020.pdf
(See DB-1)

A APPROVAL OF COUNCIL MINUTES

- A-1** [20-0238](#) Regular Session Meeting Minutes of February 3, 2020
(City Clerk - Jacqueline Beaudry)
Attachments: 02-03-20 Draft Minutes.pdf, Council Emails 2-3-2020.pdf

B ORDINANCES - SECOND READING

- B-1** [20-0196](#) An Ordinance to Amend Section 1:171 of Chapter 8 (Organization of Boards and Commissions) of the Code of the City of Ann Arbor (Ordinance No. ORD-20-03)
(City Council)
Sponsors: Nelson, Eaton and Griswold
Attachments: ORD-20-03 Briefed.pdf, C-2 As Amended.pdf, Ordinance to Amend Section 1:171.pdf
(See PH-1)

C ORDINANCES - FIRST READING

None.

D MOTIONS AND RESOLUTIONS

DC Unfinished Business - Council:

DC-1 [20-0193](#) Resolution to Establish City Council Mobility Committee
(City Council)
Sponsors: Griswold, Eaton and Bannister
(Postponed from the 2/3/20 Regular Session) (Revised 2/14/20)

DC-2 [20-0194](#) Resolution for City Council Communications
(City Council)
Sponsors: Griswold, Eaton and Bannister
(Postponed from the 2/3/20 regular session) (Revised 2/11/20)

DC New Business - Council:

DC-3 [20-0230](#) Resolution Urging the City to Compile and Disseminate Educational and Outreach Materials about Integrated Pest Management (IPM) Best Practices and Turf Grass Reduction Strategies to Owners of Turf Grass within the City
(City Council)
Sponsors: Bannister
Attachments: Final env comm reso for IPM and turf grass reduction.pdf

DC-4 [20-0236](#) Resolution to Revise 2020 Council Calendar
(City Council)
Sponsors: Taylor

DC-5 [20-0265](#) Resolution to Adopt the Washtenaw Housing Alliance's Affordable Housing Pledge
(City Council)
Sponsors: Grand and Ackerman
(Added 02/10/20)

- DC-6 [20-0260](#) Resolution to Approve Amendment No. 1 to the Veterans Treatment Court Grant Agreement with the Michigan Supreme Court State Court Administrative Office and Appropriate Funds (\$10,000.00) **(8 Votes Required)**

(Fifteenth District Court - Shryl Samborn, Court Administrator)

Sponsors: Taylor

Attachments: R-19-503_Legislation Details (With Text).pdf,
Executed-FY20-VeteransTreatmentCourt_GrantAgreement.pdf,
Notice-of-Supplemental-Award.pdf, Amendment-No1-to-Agreement.pdf

(Added 2/14/20)

- DC-7 [20-0298](#) Resolution Concerning the Reliability and Functioning of Detroit Edison Streetlights

(City Council)

Sponsors: Taylor

(Added 2/14/20)

- DC-8 [20-0308](#) Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus

(City Council)

Sponsors: Eaton and Lumm

Attachments: Final - Separation Agreement 2-13-2020 (002).pdf

(Added 2/18/20)

DB New Business - Boards and Commissions:

- DB-1 [20-0098](#) Resolution to Approve the Talpos-Knight Annexation, 1.3 Acres, 2731 Newport (CPC Recommendation: Approval - 8 Yeas and 0 Nays)

(City Planning Commission - Derek Delacourt, Community Services Area Administrator)

Attachments: 2731 Newport Planning Staff Report w Attachments-1-7-2020.pdf

(See PH-2)

DS Unfinished Business - Staff:

- DS-1 [20-0083](#) Resolution to Appropriate \$5,000.00 from General Fund to Fund Additional Tasks Associated with the Comprehensive Transportation Plan Update Project and to Approve an Amendment to the Professional Services Agreement with Sam Schwartz Consulting, LLC (\$356,670.00) **(8 Votes Required)**

(Engineering - Craig Hupy, Public Services Area Administrator)

Attachments: Sam Schwartz Optional Tasks for Supplemental Work_December 31 2019.pdf, Proposed Substitute Resolution 2-3-20.pdf, Sam Schwartz Proposal for Additional Work_revised01282020.pdf

(Postponed from the 1/21/20 and 2/3/20 Regular Sessions.)

DS New Business - Staff:

- DS-2 [20-0245](#) Resolution to Appropriate \$21,700.00 from General Fund to Fund Additional Tasks Associated with the Comprehensive Transportation Plan Update Project and to Approve an Amendment to the Professional Services Agreement with Sam Schwartz Consulting, LLC (\$373,370.00) **(8 Votes Required)**

(Public Services - Craig Hupy, Public Services Area Administrator)

Attachments: Sam Schwartz Proposal for Additional Work_revised01282020.pdf

E COMMUNICATIONS FROM THE CITY ATTORNEY

F & G CLERK'S REPORT OF COMMUNICATIONS, PETITIONS AND REFERRALS

F The following communications were referred as indicated:

- F-1 [19-2397](#) 2019 Annual Report

Attachments: 2019_Annual_Report_DRAFT 12-18-2019.pdf,
2019_Annual_Report_DRAFT 12-19-2019.pdf,
2019_Annual_Report_FINAL.pdf

- F-2 [20-0021](#) Statewide Crosswalk Law Transportation Commission Recommendations

Attachments: Statewide Crosswalk Law Recommendations.pdf, Statewide Crosswalk Law Recommendations_FINAL.pdf

- F-3 [20-0079](#) Fourth Quarter 2019 Investment Portfolio Report

(Treasury Services - Michael Pettigrew, City Treasurer)

Attachments: 12-31-2019 City of Ann Arbor.pdf

- F-4 [20-0264](#) Communication from City Administrator Howard S. Lazarus Regarding a Notice of Administrative Leave Status for Police Chief Michael Cox
(City Clerk - Jacqueline Beaudry)
Attachments: Communication from City Administrator re Police Chief.pdf
(Added 2/10/20)
- G **The following minutes were received for filing:**
- G-1 [19-2173](#) Council Administration Committee Meeting Minutes September 16, 2019
Attachments: 9-16-19 Admin Meeting Minutes.pdf
- G-2 [19-2174](#) Council Administration Committee Meeting Minutes October 14, 2019
Attachments: 10-14-19 Admin Meeting Minutes.pdf
- G-3 [19-2175](#) Council Administration Committee Meeting Minutes October 28, 2019
Attachments: 10-28-19 Admin Meeting Minutes.pdf
- G-4 [20-0020](#) Transportation Commission Meeting Minutes of December 2019
Attachments: December_Meeting Minutes- DRAFT.pdf, December_Meeting Minutes-FINAL.pdf
- G-5 [20-0031](#) December 17, 2019 City Planning Commission Meeting Minutes
(Planning and Development Services)
Attachments: 12-17-2019 CPC Approved Minutes w Live Links1.pdf
- G-6 [20-0049](#) Human Right Commission Meeting of December 11, 2019
(Human Rights Commission)
Attachments: Human Rights Commission Meeting Minutes of December 11, 2019
06-Jan-2020-12-42-19.pdf
- G-7 [20-0128](#) Environmental Commission Minutes from 12-5-19
Attachments: Draft meeting minutes for the Dec 5, 2019 meeting of the Environmental
Commission rev2.pdf
- G-8 [20-0134](#) City Planning Commission Meeting Minutes of January 7, 2020
(Planning and Development Services)
Attachments: 1-7-2020 CPC Approved Minutes w Live Links2.pdf
- G-9 [20-0147](#) LDFA Board Meeting Minutes - October 24, 2019
(Local Development Finance Authority (LDFA) - Tom Crawford, CFO)
Attachments: LDFA Board Meeting Minutes - October 24, 2019.pdf

- G-10 [20-0221](#) Insurance Board Meeting Minutes - January 30, 2020
(Treasury Services - Michael Pettigrew, Treasurer)
Attachments: Insurance Board Minutes 013020.pdf, Insurance Board Loss Run January 2020.pdf
- G-11 [20-0266](#) City Council Caucus Meeting Minutes of October 6, 20, November 3, 17 and December 1, 2019
(City Clerk - Jacqueline Beaudry)
Attachments: 10-06-19 Caucus Minutes.pdf, 10-20-19 Caucus Minutes.pdf, 11-03-19 Caucus Minutes.pdf, 11-17-19 Caucus Minutes.pdf, 12-01-19 Caucus Minutes.pdf

PUBLIC COMMENT - GENERAL (3 MINUTES EACH)

COMMUNICATIONS FROM COUNCIL

CLOSED SESSION UNDER THE MICHIGAN OPEN MEETINGS ACT, INCLUDING BUT NOT LIMITED TO, LABOR NEGOTIATIONS STRATEGY, PURCHASE OR LEASE OF REAL PROPERTY, PENDING LITIGATION AND ATTORNEY/CLIENT PRIVILEGED COMMUNICATIONS SET FORTH OR INCORPORATED IN MCLA 15.268 (C), (D) (E), AND (H).

ADJOURNMENT

COMMUNITY TELEVISION NETWORK (CTN) COMCAST CHANNEL 16, AT&T CHANNEL 99:

**LIVE: MONDAY, FEBRUARY 18, 2020 @ 7:00 P.M.
REPLAY: FRIDAY, FEBRUARY 21, 2020 @ 8:00 P.M.**

REPLAYS SUBJECT TO CHANGE WITHOUT NOTICE

Community Television Network live televised public meetings are also available to watch online live and on-demand from CTN's website, www.a2gov.org/watchctn <<http://www.a2gov.org/watchctn>>, on "The Meeting Place" page (<http://www.a2gov.org/livemeetings>).

Cable: Comcast Cable channel 16 or AT&T UVerse Channel 99

Videos are also available for a nominal fee by contacting CTN at (734) 794-6150.

All persons are encouraged to participate in public meetings. Citizens requiring translation or sign language services or other reasonable accommodations may contact the City Clerk's office at 734.794.6140; via e-mail to: cityclerk@a2gov.org; or by written request addressed and mailed or delivered to:

City Clerk's Office
301 E. Huron St.
Ann Arbor, MI 48104

Requests made with less than two business days' notice may not be able to be accommodated.

A hard copy of this Council packet can be viewed at the front counter of the City Clerk's Office.

From: [REDACTED]
To: Smith, Chip
Subject: Re: City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 1:37:12 PM

Glad to hear It!

On Tue, Feb 18, 2020 at 1:04 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Arah, I wholeheartedly concur with your thinking! I will not be voting to terminate Mr. Lazarus.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: [REDACTED] <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:26 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: City Administrator Howard Lazarus

Dear Council Members,

I strongly object to firing Mr. Lazarus, as is apparently contemplated. He is a knowledgeable and highly competent public servant and this action will cost the taxpayers \$223,600.00 in severance as well as the not inconsiderable expense associated with finding and installing a new administrator.

Mr. Lazarus is far from the first to be targeted for removal, but simply the latest. I expect that all council members would be capable of working well with a variety of staff, volunteers and citizens - not all of whom will agree with them.

Why spend at least a quarter of a million dollars to remove an employee when we could instead insist upon courteous and productive work relationships between council, staff, volunteers and citizens.

Thank you for serving our ward and our city.

Best regards,

Arah Jocque
[REDACTED] Ann Arbor, MI 48103

From: [Susan Westhoff](#)
To: [CityCouncil](#); [Lazarus, Howard](#)
Subject: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 1:39:05 PM

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has benefited for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

From: [Joe Ohren](#)
To: [Smith, Chip](#)
Subject: Re: Terminating City Administrator?
Date: Tuesday, February 18, 2020 1:39:21 PM

Thanks, please do keep me posted

Sent from my iPhone

On Feb 18, 2020, at 1:15 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Joe,

As usual, you captured my own thoughts more succinctly than I have been able to since learning of this coup.

I won't be supporting this, but I will be withholding comment until after the meeting. I'll make sure you get a copy of my statement.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Joe Ohren <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:07 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Terminating City Administrator?

Chip, I just sent the following note to Ali as well.

I was surprised to learn of the addition of a resolution on tonight's council agenda to terminate the contract with city administrator Lazarus. The reasons for such an action are not clear to me since while I have no direct contact with the administrator, in the advisory bodies on which I have served and the community forums in which I have participated my assessment of his role and actions has been very positive.

There appears to be some stability in city administration, albeit with current events in the police department and recent events in human resources the cause of some concern, and the city's finances have been strengthened in his tenure as administrator. And, given the significant climate change initiatives being currently undertaken, the turmoil of a transition extending over several months in

the leadership of the administration could set the city back for a long time.

I urge you to vote no on this resolution, or at a minimum, to vote to table the resolution until there can be more public discussion of why Mr. Lazarus should be terminated and what the consequences of such an action might be publicly explored.

From: [Lazarus, Howard](#)
To: [Seth Peterson](#)
Subject: RE: Thank you for all you have done for Ann Arbor.
Date: Tuesday, February 18, 2020 1:41:00 PM

Seth:

Thank you very much for your kind words. I hope you will continue to support the most exceptional City staff we have, and to hold both staff and Council accountable in doing work on behalf of our community. Public service is a rare opportunity and privilege, and thank you for allowing me to serve.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Seth Peterson [REDACTED] >
Sent: Tuesday, February 18, 2020 1:05 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Thank you for all you have done for Ann Arbor.

Mr. Lazarus,

I was very disappointed to see this news:

<https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html>

I certainly hope that council votes wisely cause I would be grateful if you stuck around. From my perspective, you have done a fine job making Ann Arbor a nicer place for my family to live, despite a less than hospitable environment. We really appreciate all the improvements that you have seen through during your tenure here. Many thanks for all your time and service to Ann Arbor.

Thank you,
Seth Peterson
[REDACTED]

From: [Taylor, Christopher \(Mayor\)](#)
To: [Brown, Stephen](#); [Grand, Julie](#); [Ackerman, Zach](#)
Subject: Re: Council agenda item tonight to fire the City Administrator
Date: Tuesday, February 18, 2020 1:43:19 PM

The proposal is to terminate without cause.

I value the Administrator's work and character; I will vote "no".

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

From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 11:22 AM
To: Grand, Julie <JGrand@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Council agenda item tonight to fire the City Administrator

Dear Chris, Julie, and Zach:

I was just alerted about this, which has engendered much concern among many of the citizens I interact with here in Ann Arbor. What gives? It seems to come out of the blue, and would impact the City's ability to move forward considering the time it would take to recruit a replacement. Moreover, it might become difficult to hire a qualified person, if there is insufficient justification for such a move.

I'll be busy tonight with a Sierra Club function. I hope for the best outcome, but I was not even aware that the Administrator's performance had been in question.

Best Regards,

Stephen C Brown
[REDACTED] (m)

"Knowledge consists in the search for truth... It is not the search for certainty. To err is human. All human knowledge is fallible and therefore uncertain. It follows that we must distinguish sharply between truth and certainty. That to err is human means not only that we must constantly struggle against error, but also that, even when we have taken the greatest care, we cannot be completely certain that we have not made a mistake... To combat the mistake, the error, means therefore to search for objective truth and to do everything possible to discover and eliminate falsehoods. This is the task of scientific activity. Hence we can say: our aim as scientists is objective truth; more truth, more interesting truth, more intelligible truth. We cannot reasonably aim at certainty." *Karl Popper*

From: [Stephen Colby Brown](#)
To: [CityCouncil](#)
Subject: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 1:44:03 PM

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

- 1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?
- 2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?
- 3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.
- 4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.
- 5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown
[REDACTED]
Ann Arbor, MI 48104

[REDACTED] (m)
[REDACTED]

"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the

affections colour and infect the understanding."
Francis Bacon, Novum Organum XLIX. 1620

From: [Lazarus, Howard](#)
To: [REDACTED]
Subject: RE: Tonight's vote
Date: Tuesday, February 18, 2020 1:47:00 PM

Dear Mr. and Mrs. O'Brien:

Thank you for your thoughts and kind words. Public service is a privilege, and I appreciate the opportunity that the Ann Arbor community has provided to me. You have a wonderful staff and thoughtful Council who will continue to work on your behalf, and ask that you continue to support them.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:15 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's vote

Dear Mr. Lazarus,

In advance of tonight's City Council meeting and what appears to be a foregone decision, we wanted to let you know that we deeply appreciate your service to Ann Arbor and oppose the Council's actions. We have encouraged other citizens to contact Council members as well.

"Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien
[REDACTED]

From: [Lazarus, Howard](#)
To: [Ronewicz, Eric](#)
Subject: RE: Sorry
Date: Tuesday, February 18, 2020 1:48:00 PM

Eric:

Thank you for your thoughts. Our relationship proves that people can disagree without being disagreeable. I wish you good luck, good spirits, and good fortune in the future.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Ronewicz, Eric <ERonewicz@a2gov.org>
Sent: Tuesday, February 18, 2020 12:35 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Sorry

Sir,

I wish to express my apologies to you about what I just read in the Ann Arbor News about tonight's council meeting. I hope the City Council will do the right thing.

I want to express a sincere thank you for working with the AAPOA as well as all the work you have done to assist and protect the police department.

Respectfully,

Eric

From: [Lazarus, Howard](#)
To: [Sell, Sharie](#)
Subject: RE: Dropping you a line
Date: Tuesday, February 18, 2020 1:51:00 PM
Attachments: [image001.png](#)
[image006.png](#)

Sharie:

Thank you for your kind thoughts. Remember that the work you are doing is important and has purpose, and you will most likely never know the full extent of how you are changing lives. It has been my privilege to be inspired by you.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Sell, Sharie <[SSell@a2gov.org](mailto:ssell@a2gov.org)>
Sent: Tuesday, February 18, 2020 12:28 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Dropping you a line

Hi Howard,

I just wanted to let you know how deeply sorry I am that you are going through such a difficult time right now. I need you to know how much I have admired and appreciated the work you have done as our City Administrator and I know many, many employees feel the same way. Your position has been an (in my opinion) unnecessarily challenging one over the past years, but you have borne it with grace, dignity and a positive resolve that not many people, could have in your position.

I know that life will go on and you will be ok and we will be ok, but we will miss you!

Take Care!

Sharie

Sharie Sell | HR Services Partner / Diversity, Equity & Inclusion Officer | HR.A2gov.org
Internal 41208 | (734) 794-6123 (Direct dial) | (734) 368-6956 (cell) | (734) 994-5961 (fax)



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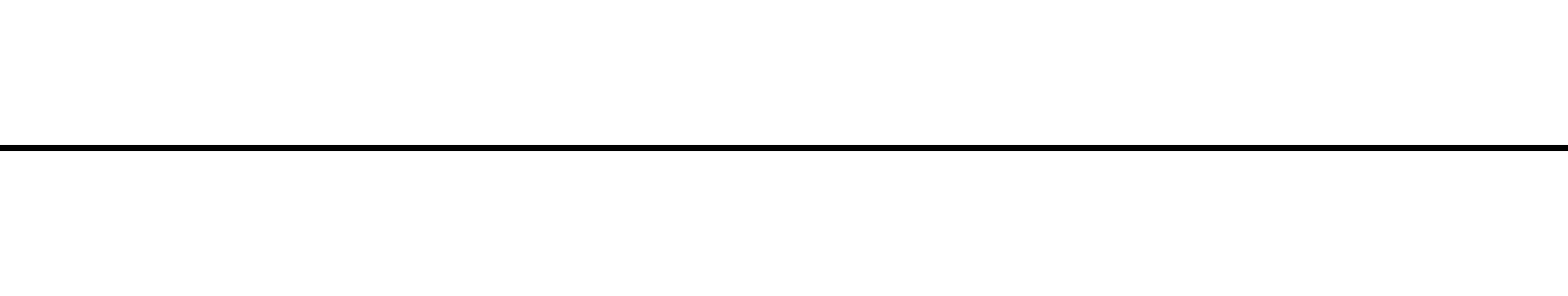
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Thank you.



Human Resources



From: [Lazarus, Howard](#)
To: [Forsyth, Doug](#)
Subject: RE: Thank You
Date: Tuesday, February 18, 2020 1:53:00 PM

Doug:

Thank you for your kind thoughts and hard work. Providing a safe work place is a fundamental responsibility of leadership, and you have made it easy and enjoyable. Don't lose sight of the importance of what you do, and the impacts that it has. It has been my privilege to work with you.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Forsyth, Doug <DForsyth@a2gov.org>
Sent: Tuesday, February 18, 2020 1:52 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Thank You

Howard,

It has been an honor working for you and I hope to continue to do so. I am always amazed by your joyful spirit and the positivity that you bring to the table, despite the challenges that your job throws at you. That is a powerful and enduring example for all of us. Undoubtedly, this is a better place to work and live thanks to you and it's been a privilege for me to learn from the example that you set. I hope that tonight's meeting goes your way, and if not, hold your head high and know that the people you work with every day think highly of you and support you.

Doug

From: [Corky W](#)
To: [CityCouncil](#)
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 1:53:43 PM

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Julie Roth](#)
To: [CityCouncil: Taylor, Christopher \(Mayor\)](#)
Subject: Lazarus firing
Date: Tuesday, February 18, 2020 1:54:40 PM

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Kristen Nyht](#)
To: [CityCouncil](#)
Subject: Keep our City Administrator!
Date: Tuesday, February 18, 2020 1:56:26 PM

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Lazarus, Howard](#)
To: [David Shinabarger](#)
Subject: RE: City Council
Date: Tuesday, February 18, 2020 1:59:00 PM

Dear David:

Thank you for your kind words. Public service is a privilege, and working on behalf of the Ann Arbor community has been an honor. Please continue to hold the City accountable for achieving its values, and respecting the commitment your elected officials and City staff have made to the community.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: David Shinabarger [REDACTED]
Sent: Tuesday, February 18, 2020 10:50 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: City Council

Hi Howard,

I'm a resident in the first ward in town. I heard that they're considering letting you go from Ann Arbor. Just wanted to say I am extremely appreciative of all of the efforts you've done here in the city, and it frankly upsets me that city council would be willing to let such a talented person like yourself go. I already emailed my council people, but wanted to let you know that I've noticed all the work you've done towards affordable housing and bicycle and pedestrian development, and it is greatly appreciated.

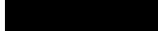
Thank you again for all that you've done.

David Shinabarger

From: [J. Bruce Fields](#)
To: [CityCouncil](#)
Subject: Please vote no on DC-8
Date: Tuesday, February 18, 2020 2:00:13 PM

I'm beyond disappointed that council is considering firing Howard Lazarus, without cause, who by all accounts has been a great city administrator. We need great staff. This isn't the way to get them.

--Bruce Fields


Ann Arbor, MI 48105

From: [Daniel Adams](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Howard Lazarus - Termination without cause
Date: Tuesday, February 18, 2020 2:00:46 PM

Dear CMs Bannister and Hayner:

I'm a first-ward resident, and I do not support spending 200-300k in city funds to terminate the city administrator without cause. I understand that certain council members are eager to be rid of Mr. Lazarus because they view him and his staff to be insufficiently supportive of their agenda, but that these CMs have not, to date, been able to identify or manufacture a sufficiently non-pretexual basis to terminate him for cause.

If the council desires to replace Mr. Lazarus, the appropriate time to do so is at the expiration of his current contract--not before, and certainly not with the knowledge that taxpayers will be on the hook for a six-figure severance payment. Please vote no on the resolution this evening.

Daniel Adams



From: [Kate Remen-Wait](#)
To: [CityCouncil](#)
Subject: Don't fire Mr. Lazarus
Date: Tuesday, February 18, 2020 2:02:55 PM

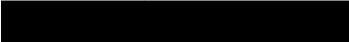
Dear City Council members:

I just read there will be a last minute addition to the city council meeting to vote on firing City Administrator Howard Lazarus. I urge you NOT to vote for this. While I understand that some council members do not like Mr Lazarus when he presents them with facts that don't jibe with the policy they want to implement, the decision to fire him because he won't be a "yes man" is short sighted and shows a poor understanding of the position he was hired to fill (and, in my opinion, fills admirably.) If you take this action, the city will be the loser.

Sincerely,
Kate Remen-Wait
Resident of Ward 5

--

Kate Remen-Wait
pronouns: she/her/hers


Ann Arbor, MI 48103


From: [Kate Remen-Wait](#)
To: [CityCouncil](#)
Subject: Don't fire Mr. Lazarus
Date: Tuesday, February 18, 2020 2:02:57 PM

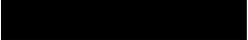
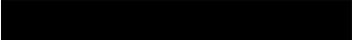
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Sincerely,
Kate Remen-Wait
Resident of Ward 5

--

Kate Remen-Wait
pronouns: she/her/hers


Ann Arbor, MI 48103


From: [Eric F.](#)
To: [Ackerman, Zach](#); [Grand, Julie](#)
Subject: Please vote for DC-8 tonight
Date: Tuesday, February 18, 2020 2:03:37 PM

Good afternoon,

Please vote for DC-8 tonight. I understand that there are broader City politics at play in the proposal, but I have no doubt that if it passes the City will be able to find a qualified and skilled person to fill the City Administrator's position.

My specific complaint about City Administrator Lazarus is the way in which he handled the task force that preceded the Independent Community Police Oversight Commission and how that has translated into the ICPOC's work. For me, the crux of this is how he - by his own admission at the 8/27/2020 ICPOC meeting - did not consult the ICPOC as required by ordinance in the process of selecting a police chief. He erroneously considered consultation of only the then-ICPOC co-chairs (one of whom, as you probably know, has since resigned from the ICPOC) to fulfill that requirement *even after stressing for a year beforehand that it was important to get the ICPOC seated so they could be involved in the police chief selection process.*

The timeline for selecting a new chief was, as far as I'm aware, something the City itself was in control of. Given his previous statements, I cannot think of a good reason why the administrator didn't push out the timeline for the selection process the few months that would have been needed for the ICPOC to be seated and orient itself.

In short, wittingly or not, Lazarus appears to have lied to the community throughout the entire Task Force process. To me, that has irredeemably compromised his credibility.

Thank you,
Eric Ferguson


A2

--
Eric Ferguson


From: [Grand, Julie](#)
To: [Julie Roth](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 2:03:48 PM

I completely agree with your points and plan to vote no.

Julie

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Lazarus firing

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster.

City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Adam Goodman](#)
To: [CityCouncil](#)
Subject: DC-8
Date: Tuesday, February 18, 2020 2:03:55 PM

Good afternoon.

I am deeply disturbed by the late-breaking resolution, added to tonight's published agenda only this morning, to terminate the employment of our city administrator. In his time in Ann Arbor, I have only had the deepest respect for Mr. Lazarus; in my view as a citizen of this city, he has only ever showed a good-faith commitment to executing the officially-stated policy of Council, and to building a culture in which city staff can do their best work. In addition to being a waste of taxpayer money, terminating him without cause will undoubtedly have a chilling effect on the city's ability to recruit and retain the very talent we need to navigate some of the defining crises of our time. For those supporting this resolution, I hope you have a plan for what comes next; right now, this feels like a rash, Trump-ian move that will damage our civic institutions to an extent that cannot be quickly or easily repaired.

while I'm disturbed by this resolution, I do have to admit I'm not exactly surprised. The sponsors of this resolution previously leveled accusations of misconduct against Mr. Lazarus that were thoroughly demonstrated to be false, and threatened to fire him in public, at the Council table [1]. So, it's been pretty clear for some time that they've been trying to get rid of him; I guess they just gave up on trying to drum up a plausible excuse.

Finally, although I would obviously prefer to see this resolution defeated, based on the timing of its addition to the Council agenda (e.g. after the window for reserving public-comment time had passed), I can only conclude that its passage is a foregone conclusion. That decisions like this are apparently being made in the dark seems ... problematic, to say the least.

- Adam

[1] <https://www.mlive.com/news/ann-arbor/2019/05/ann-arbor-launching-probe-into-city-hall-after-text-message-controversy.html>

From: [Grand, Julie](#)
To: [Kate Remen-Wait](#)
Subject: Re: Don't fire Mr. Lazarus
Date: Tuesday, February 18, 2020 2:04:17 PM

Thank you, Kate. I plan to vote no.

Julie

From: Kate Remen-Wait <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Don't fire Mr. Lazarus

Dear City Council members:

I just read there will be a last minute addition to the city council meeting to vote on firing City Administrator Howard Lazarus. I urge you NOT to vote for this. While I understand that some council members do not like Mr Lazarus when he presents them with facts that don't jibe with the policy they want to implement, the decision to fire him because he won't be a "yes man" is short sighted and shows a poor understanding of the position he was hired to fill (and, in my opinion, fills admirably.) If you take this action, the city will be the loser.

Sincerely,
Kate Remen-Wait
Resident of Ward 5

--

Kate Remen-Wait
pronouns: she/her/hers
[REDACTED]
Ann Arbor, MI 48103
[REDACTED]

From: [Grand, Julie](#)
To: [Adam Goodman](#)
Subject: Re: DC-8
Date: Tuesday, February 18, 2020 2:04:44 PM

Thank you, Adam.

Julie

From: Adam Goodman <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8

Good afternoon.

I am deeply disturbed by the late-breaking resolution, added to tonight's published agenda only this morning, to terminate the employment of our city administrator. In his time in Ann Arbor, I have only had the deepest respect for Mr. Lazarus; in my view as a citizen of this city, he has only ever showed a good-faith commitment to executing the officially-stated policy of Council, and to building a culture in which city staff can do their best work. In addition to being a waste of taxpayer money, terminating him without cause will undoubtedly have a chilling effect on the city's ability to recruit and retain the very talent we need to navigate some of the defining crises of our time. For those supporting this resolution, I hope you have a plan for what comes next; right now, this feels like a rash, Trump-ian move that will damage our civic institutions to an extent that cannot be quickly or easily repaired.

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- Adam

[1] <https://www.mlive.com/news/ann-arbor/2019/05/ann-arbor-launching-probe-into-city-hall-after-text-message-controversy.html>

From: [Nelson, Elizabeth](#)
To: [Evan Lampe](#)
Subject: RE: Council meeting 02/18/2020
Date: Tuesday, February 18, 2020 2:05:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, either.

Our City attorney has given us a lot of excellent advice about how to move forward with a change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Evan Lampe [REDACTED]
Sent: Tuesday, February 18, 2020 12:02 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: Council meeting 02/18/2020

Hello Council member Nelson,

I am a lifelong Ann Arbor resident, 53years, 43 years in Ward 2.

I know that our City Manager, Howard Lazarus is doing a fine job and want for him to continue to serve our city well, as he has since 2016.

Sincerely,
Evan G. Lampe

From: [Grand, Julie](#)
To: [J. Bruce Fields](#)
Subject: Re: Please vote no on DC-8
Date: Tuesday, February 18, 2020 2:05:39 PM

Agreed. Thank you, Bruce.

Julie

From: J. Bruce Fields [REDACTED]
Sent: Tuesday, February 18, 2020 2:00 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Please vote no on DC-8

I'm beyond disappointed that council is considering firing Howard Lazarus, without cause, who by all accounts has been a great city administrator. We need great staff. This isn't the way to get them.

--Bruce Fields
[REDACTED]
Ann Arbor, MI 48105

From: [Nelson, Elizabeth](#)
To: [Wayne Appleyard](#)
Subject: RE:
Date: Tuesday, February 18, 2020 2:06:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process.

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Thanks for reaching out!
Elizabeth

From: Wayne Appleyard <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:20 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject:

Council Member Nelson

I have worked on committees and commissions in the City for over 26 years. I have seen many City Administrators come and go. Having worked with Administrator Lazarus since his arrival in Ann Arbor or several items with the Energy Commission I am thoroughly convinced that he is the best administrator the City has had since I got involved with issues in the City. His understanding of sustainability issues and his ability to work with a diverse group of individuals has not been equaled. I hope that you will agree with me that he should stay in his position as administrator.

Sincerely,

Wayne Appleyard
Architect
Former member and Chair of the Energy Commission

From: [Grand, Julie](#)
To: [Kristen Nyht](#)
Subject: Re: Keep our City Administrator!
Date: Tuesday, February 18, 2020 2:06:04 PM

I completely agree. Thank you, Kristen.

Julie

From: Kristen Nyht [REDACTED]
Sent: Tuesday, February 18, 2020 1:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Keep our City Administrator!

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Grand, Julie](#)
To: [Corky W](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 2:06:33 PM

Thank you, Corky.

Julie

From: Corky W <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Houser](#)
To: [Ramlawi, Ali](#)
Subject: Re: Howard Lazarus?
Date: Tuesday, February 18, 2020 2:06:52 PM

Apparently the removal is without cause? Then this is a serious mistake. No matter who might want a "change"...doing this quickly and without discussion would be poor judgement. I strongly encourage you vote to stop this.. by voting down the resolution. If you have concerns about the man's performance, then take it up again in a more open and transparent way.

[Sent from Yahoo Mail on Android](#)

On Tue, Feb 18, 2020 at 1:01 PM, Houser

< wrote:

Please handle this carefully, understanding that if someone this important is removed from office with no good explanation, it will sow even more mistrust in City Council and the decision-making process. So, if this is just political, then open up the process for all to see. If not, then say so. Good luck.

Kathryn Houser



[Sent from Yahoo Mail on Android](#)

From: [Nelson, Elizabeth](#)
To: [Michael Appel](#)
Subject: RE: City Manager
Date: Tuesday, February 18, 2020 2:07:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Michael Appel [REDACTED]
Sent: Tuesday, February 18, 2020 12:37 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: City Manager

Elizabeth,

I gather there is a pretty big decision on the agenda this evening. I've been impressed at your resistance to the incredibly divisive tone and actions that have sometimes dominated Council. If you are supporting this, I hope you (and your colleagues, but I'm not completely hopeful) will be very clear about what he could have done to be fired without apparent "cause."

I haven't worked closely with him, but I trust you wouldn't vote for this in the absence of fairly outrageous behavior.

Thanks

Michael Appel

From: [Nelson, Elizabeth](#)
To: [Michelle Ryan Hughes](#)
Subject: RE: DC-8 -> NO: Lazarus termination agreement
Date: Tuesday, February 18, 2020 2:08:00 PM

Hi,
Thanks for reaching out.

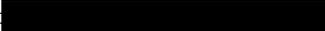
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Thanks for reaching out!
Elizabeth

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

From: Michelle Ryan Hughes < >
Sent: Tuesday, February 18, 2020 12:50 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8 -> NO: Lazarus termination agreement

I am very disappointed that you would try to fire a competent and dedicated public servant like our city administrator. I wish that you could have found a way to work together, instead. We need professionals with expertise and experience on staff, and our city has enjoyed that for many years. After this move, it may be difficult to attract high-quality professionals for this position, if they think they have to fear for their job security when the political winds change.

Please reconsider.

--Michelle

From: [Nelson, Elizabeth](#)
To: [Matt Catanzarite](#)
Subject: RE: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 2:09:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Matt Catanzarite <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:53 PM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Resolution to fire City Administrator Howard Lazarus

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration". A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...
How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite



From: [Grand, Julie](#)
To: [Susan Westhoff](#)
Subject: Re: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 2:09:02 PM

We are getting quite a few emails. I appreciate your support.

Julie

From: Susan Westhoff [REDACTED]
Sent: Tuesday, February 18, 2020 1:38 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's agenda item regarding our city administrator

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has bettered for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

From: [Grand, Julie](#)
To: [Scott Trudeau](#)
Subject: Re: City Administrator Termination
Date: Tuesday, February 18, 2020 2:09:27 PM

Thank you, Scott.

Julie

From: Scott Trudeau [REDACTED]
Sent: Tuesday, February 18, 2020 1:22 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: City Administrator Termination

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

I understand some of you have been frustrated that City staff isn't sufficiently sycophantic to the bidding of Council. In my view, in every case that staff or Mr Lazarus has been attacked by Councilmembers, Mr Lazarus has supported his staff in acting with professional integrity. Under Lazarus, staff have based their recommendations rooted in their areas of expertise and upon the many policy goals and plans previously approved by Council. This doesn't mean I always think staff does the exact thing I would prefer or offers the perfect solution to any issue, but I do believe under Mr Lazarus leadership staff is both doing an excellent job and has established a supportive culture of continual improvement at City Hall. I admire his steady, sober and effective leadership.

Furthermore, it is unreasonable & unethical to expect professional civil servants to recommend actions that will not achieve the goals also articulated by Council (or would violate legal obligations of the City). When the agreed upon policy goals & subsequent actions are misaligned, it is healthy that there is pushback on the actions from hired experts. This is exactly the kind of loyalty you should value: a loyalty to principle & policy goals, not to whatever is politically convenient to currently sitting elected officials.

This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau
Ward 1

From: [Grand, Julie](#)
To: [Ginny Rogers](#)
Subject: Re: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 2:09:45 PM

Thank you, Ginny.

Julie

From: Ginny Rogers [REDACTED]
Sent: Tuesday, February 18, 2020 1:17 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I object to firing Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,
Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)

[REDACTED]

[***Learn about the Energy Innovation and Carbon Dividend Act***](#)

From: [Nelson, Elizabeth](#)
To: [REDACTED]
Subject: RE: Firing City Administrator Lazarus
Date: Tuesday, February 18, 2020 2:10:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:57 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing City Administrator Lazarus

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien



From: [Nelson, Elizabeth](#)
To: [Ginny Rogers](#)
Subject: RE: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 2:10:00 PM

Hi,
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Thanks for reaching out!
Elizabeth

From: Ginny Rogers [REDACTED]
Sent: Tuesday, February 18, 2020 1:18 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I object to firing Howard Lazarus

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Sincerely,
Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

From: [Grand, Julie](#)
To: [REDACTED]
Subject: Re: Firing City Administrator Lazarus
Date: Tuesday, February 18, 2020 2:10:50 PM

Thank you, O'Brien Family. I appreciate your support.

Julie

From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing City Administrator Lazarus

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

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Mr. and Mrs. Bob and Mattie O'Brien
[REDACTED]

From: [Nelson, Elizabeth](#)
To: [Scott Trudeau](#)
Subject: RE: City Administrator Termination
Date: Tuesday, February 18, 2020 2:11:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Scott Trudeau [REDACTED]
Sent: Tuesday, February 18, 2020 1:23 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: City Administrator Termination

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

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This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau
Ward 1

From: [Grand, Julie](#)
To: [Matt Catanzarite](#)
Subject: Re: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 2:11:28 PM

Thank you, Matt.

Julie

From: Matt Catanzarite <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:52 PM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Resolution to fire City Administrator Howard Lazarus

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration". A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...

How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite
[REDACTED]

From: [Nelson, Elizabeth](#)
To: [Susan Westhoff](#)
Subject: RE: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 2:12:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Susan Westhoff [REDACTED]
Sent: Tuesday, February 18, 2020 1:39 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's agenda item regarding our city administrator

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has benefited for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has

had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

From: [Nelson, Elizabeth](#)
To: [Stephen Colby Brown](#)
Subject: RE: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 2:12:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:44 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Termination of City Administrator for no cause?

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

- 1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?
- 2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which

is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?

3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.

4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.

5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

[REDACTED]

Ann Arbor, MI 48104

[REDACTED] (m)

"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the affections colour and infect the understanding."

Francis Bacon, Novum Organum XLIX. 1620

From: [Lester Wyborny](#)
To: [Bannister, Anne](#)
Subject: Re: Fw: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.
Date: Tuesday, February 18, 2020 2:12:02 PM

Yes, my coworker is Zoltan. I have had conversations with him in the past about sidewalks and I just had another conversation with him this morning. He came by later and explained that Lazarus could lose his job, so I wanted to check this out. Thanks for the information!

Lester

On Tue, Feb 18, 2020 at 1:32 PM Bannister, Anne <ABannister@a2gov.org> wrote:

Is your co-worker Peter Jung, aka Zoltan? I've been working with him on Barton sidewalks. It's on the agenda CA-6 page 3. He might like some input from you based on your experience with the Traver sidewalks.

Yes, it's true that there's a resolution on the Agenda at [DC-8](#) page 7 to vote on whether to conclude Mr. Lazarus' employment. Due to this being a personnel matter, Councilmembers are not at liberty to discuss our personal feelings, but I will say that my Council colleagues and I have and will continue to give it immense personal thought. I don't think anyone serving on Council is taking this decision lightly and are instead trying to consider what's best for the City of Ann Arbor.

Great to hear from you! Keep in touch. -- Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lester Wyborny <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:03 PM
To: Bannister, Anne <ABannister@a2gov.org>
Subject: Re: Fw: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Hey Anne, I hope that you are well and that the City government work is treating you well. My coworker, who is affected by the Barton Road project said that he just found out that Howard Lazarus is being ousted as City Administrator. Is that true?

Lester

On Thu, Sep 12, 2019 at 1:52 PM Bannister, Anne <ABannister@a2gov.org> wrote:
Hi Everybody (please forward to anyone I've missed),

Just wanted to invite you to the public meeting on Thursday, Sept. 19 at 6:30 p.m. at Northside STEAM to learn more about the *Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail*.

It's another set of new sidewalks and filling of gaps on Barton Drive, and a tangentially related request for traffic calming on Northside, that is working its way through the system.

It has similarities to the 1600 Traver project. At this point, it appears 80% of the Barton Drive neighbors have signed a petition opposing the project (I'm waiting for "certification" of the petition from staff).

Hope to see you on Sept. 19.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages are subject to disclosure under the Michigan Freedom of Information Act (FOIA).

From: Higgins, Sara <SHiggins@a2gov.org>

Sent: Friday, September 6, 2019 3:26 PM

To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Cc: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Allen, Jane (Engineering) <JAllen2@a2gov.org>; Wright, Andrea <AWright@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Fournier, John <JFournier@a2gov.org>

Subject: RE: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Dear Ward One Councilmembers:

Staff is sending meeting notifications to property owners and neighbors surrounding the Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail. The attached notification "Barton Drive Public Meeting Invitation Affected Sidewalk Properties" will be provided to the 23 property owners where we are proposing new sidewalk. The project web page has been updated with the meeting agenda:

<https://www.a2gov.org/departments/engineering/Pages/Barton-Drive-Resurfacing-and-Water-Main-Replacement-Project.aspx>

Sara Higgins, Strategic Planning Coordinator

Ann Arbor City Administrator's Office | Guy C. Larcom City Hall | 301 E. Huron, 3rd Floor · Ann Arbor · MI · 48104
734.794.6110 (O) · 734.994.8296 (F) | Internal Extension 41102

shiggins@a2gov.org | www.a2gov.org



Think Green! Please don't print this e-mail unless absolutely necessary.

A2 Be Safe. Everywhere. Everyone. Every day.

a2gov.org/A2BeSafe

From: Higgins, Sara

Sent: Friday, August 23, 2019 1:49 PM

To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Cc: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Allen, Jane (Engineering) <JAllen2@a2gov.org>; Wright, Andrea <AWright@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Subject: Notice of Meeting: Barton Drive Resurfacing and Water Main Replacement Project - Thursday, Sept. 19, 6:30 p.m.

Dear Ward One Councilmembers,

Attached is notice of a meeting regarding the Barton Drive Resurfacing and Water Main Replacement Project, M14 to Pontiac Trail scheduled on Thursday, September 19 at 6:30 p.m. in the Multipurpose Room of Northside STEAM School, 912 Barton Drive. A letter to residents and property owners in the project area will be sent in early September.

Thank you,

Sara Higgins, Strategic Planning Coordinator

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a2gov.org/A2BeSafe

From: Allen, Jane (Engineering) <JAllen2@a2gov.org>

Sent: Friday, August 23, 2019 1:42 PM

Subject: City of Ann Arbor, Barton Drive Resurfacing and Water Main Replacement Project, Public Meeting Notice

The City of Ann Arbor is beginning the public engagement process for the upcoming Barton Drive Resurfacing and Water Main Replacement Project. The Project limits are from the M-14 on/off ramp to Pontiac Street. Potential improvements to the intersection of Barton and Starwick will also be considered. View the [project area map](#).

You are invited to a public meeting on **Thursday, September 19, 2019 from 6:30 to 8:30 p.m., at Northside STEAM Elementary School, Multipurpose Room, 912 Barton Drive.** Construction impacts and proposed project design details will be discussed at this

meeting. Public input opportunities will include feedback about intersection reconfigurations along Barton Drive and active transportation improvements, such as bike lanes, crosswalks, and sidewalk gap-filling. Filling sidewalk gaps would involve special assessments to adjacent property owners. Your input is important to be considered in the project design. A written feedback opportunity about desired improvements and locations will be available at the meeting and as an online survey, available at www.a2gov.org/bartondrive.

A letter to residents and property owners in the project area will be sent early September.

Please help us get the word out about this upcoming project and engagement opportunities by sharing this with groups that you represent.

Please contact me with any questions or concerns.

If you do not wish to receive these updates further, please email me to that effect and I will remove you from the distribution list.

Jane Allen, P.E., Civil Engineer IV

Engineering, Public Services

City of Ann Arbor | Guy C. Larcom City Hall | 301 E. Huron, 4th Floor · Ann Arbor · MI · 48104
734.794.6410 Extension 43678

jallen2@a2gov.org | www.a2gov.org

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A2 Be Safe. Everywhere. Everyone. Every day.

a2gov.org/A2BeSafe

From: [Grand, Julie](#)
To: [Michelle Ryan Hughes](#)
Subject: Re: DC-8 -> NO: Lazarus termination agreement
Date: Tuesday, February 18, 2020 2:12:24 PM

Thank you, Michelle.

Julie

From: Michelle Ryan Hughes <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:50 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8 -> NO: Lazarus termination agreement

I am very disappointed that you would try to fire a competent and dedicated public servant like our city administrator. I wish that you could have found a way to work together, instead. We need professionals with expertise and experience on staff, and our city has enjoyed that for many years. After this move, it may be difficult to attract high-quality professionals for this position, if they think they have to fear for their job security when the political winds change.

Please reconsider.

--Michelle

From: [Nelson, Elizabeth](#)
To: [Corky W](#)
Subject: RE: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 2:13:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Corky W <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:55 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Nelson, Elizabeth](#)
To: [Julie Roth](#)
Subject: RE: Lazarus firing
Date: Tuesday, February 18, 2020 2:13:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:55 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Lazarus firing

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster.

City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the

agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Chuck Warpehoski](#)
To: [Lazarus, Howard](#)
Subject: Re: year round compost pickup
Date: Tuesday, February 18, 2020 2:13:58 PM

Thank you, Howard. With the vote that is coming up tonight, I am especially grateful for your attention to this.

Thank you for your steadfastness in the face of political dysfunction.

-Chuck

On Tue, Feb 18, 2020 at 2:02 PM Lazarus, Howard <HLazarus@a2gov.org> wrote:

Yes. I have asked Mr. Hupy to put the residential collection contract out for bid within the next few weeks so we can have it in place as quickly as possible. The goal would be to then extend residential compost collection to a year-round basis by using either in-house or contracted labor.

Howard S. Lazarus

City Administrator

City of Ann Arbor

301 E Huron Street

Ann Arbor, MI 48104

734-794-6110 x 41101

hlazarus@a2gov.org

www.a2gov.org

From: Chuck Warpehoski <[REDACTED]>
Sent: Tuesday, February 18, 2020 10:33 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Re: year round compost pickup

Howard,

Just to clarify, is your hope to achieve the contract cost savings and extend the compost pickup season for 2020-2021?

-Chuck

On Tue, Dec 10, 2019 at 3:45 PM Lazarus, Howard <HLazarus@a2gov.org> wrote:

Chuck:

The extension of composting to a year-round service is dependent upon the City realizing the savings from changes to the current residential recycling collection contract. A new approach is not in place, so we will not be extending the service this year.

Hope all is well, and best wishes for the holidays and new year.

Howard S. Lazarus

City Administrator

City of Ann Arbor

301 E Huron Street

Ann Arbor, MI 48104

734-794-6110 x 41101

hlazarus@a2gov.org

www.a2gov.org

From: Chuck Warpehoski <[REDACTED]>
Sent: Tuesday, December 10, 2019 11:25 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: year round compost pickup

Howard,

I hope the budget retreat went well.

I'm writing an article about school composting at Ann Arbor Open. Can you let me know that the status of the proposed switch to year-round composting is? They are making plans for winter storage this year, and hoping that the solid waste plan proposal for year-round pickup will be in place for next year.

-Chuck

--

Chuck Warpehoski

Founder & Chief Change Strategist

Change Works Consulting, LLC

www.ChangeWorksLLC.com

m: [REDACTED]

Twitter: @ChuckWarp | [LinkedIn](#)

he | him | his

Visit [Change Works Consulting](#) to download your free ebook, *Confronting Implicit Bias: Nine Tactics to Ensure Your Actions Line Up With Your Intentions*

[REDACTED]

--

Chuck Warpehoski

Founder & Chief Change Strategist

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m: [REDACTED]

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he | him | his

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From: [Nelson, Elizabeth](#)
To: [Kristen Nyht](#)
Subject: RE: Keep our City Administrator!
Date: Tuesday, February 18, 2020 2:14:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Kristen Nyht [REDACTED]
Sent: Tuesday, February 18, 2020 1:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Keep our City Administrator!

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Nelson, Elizabeth](#)
To: [J. Bruce Fields](#)
Subject: RE: Please vote no on DC-8
Date: Tuesday, February 18, 2020 2:14:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

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

From: J. Bruce Fields <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:00 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Please vote no on DC-8

I'm beyond disappointed that council is considering firing Howard Lazarus, without cause, who by all accounts has been a great city administrator. We need great staff. This isn't the way to get them.

--Bruce Fields
[REDACTED]
Ann Arbor, MI 48105

From: [Nelson, Elizabeth](#)
To: [Kate Remen-Wait](#)
Subject: RE: Don't fire Mr. Lazarus
Date: Tuesday, February 18, 2020 2:14:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Kate Remen-Wait <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Don't fire Mr. Lazarus

Dear City Council members:

I just read there will be a last minute addition to the city council meeting to vote on firing City Administrator Howard Lazarus. I urge you NOT to vote for this. While I understand that some council members do not like Mr Lazarus when he presents them with facts that don't jibe with the policy they want to implement, the decision to fire him because he won't be a "yes man" is short sighted and shows a poor understanding of the position he was hired to fill (and, in my opinion, fills admirably.) If you take this action, the city will be the loser.

Sincerely,
Kate Remen-Wait
Resident of Ward 5

--

Kate Remen-Wait
pronouns: she/her/hers



Ann Arbor, MI 48103



From: [Nelson, Elizabeth](#)
To: [REDACTED]
Subject: RE: Firing of Lazurus
Date: Tuesday, February 18, 2020 2:15:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Lisa Querijero [REDACTED]
Sent: Tuesday, February 18, 2020 2:05 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing of Lazurus

To my city council,

Please represent the needs of your constituents. Placing the firing of a well respected city official on the agenda last minute is not respecting the residents of A2. It is against best practices and is shady. The public can't comment and those out of town or busy can't attend, this is not appropriate or fair.

I stand in support of Howard Lazarus and the work he is doing on behalf of our city. Ann Arbor is becoming an undesirable place to live and my family is considering leaving after 25 years because of the direction our leadership is NOT taking us. We will campaign against those who vote in favor of firing him.

I call BS!

Lisa Querijero

Parent

PTOC executive board member AAPS

A2 resident 25 years

I

[Sent from Yahoo Mail on Android](#)

From: [Nelson, Elizabeth](#)
To: [Adam Goodman](#)
Subject: RE: DC-8
Date: Tuesday, February 18, 2020 2:15:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: Adam Goodman <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8

Good afternoon.

I am deeply disturbed by the late-breaking resolution, added to tonight's published agenda only this morning, to terminate the employment of our city administrator. In his time in Ann Arbor, I have only had the deepest respect for Mr. Lazarus; in my view as a citizen of this city, he has only ever showed a good-faith commitment to executing the officially-stated policy of Council, and to building a culture in which city staff can do their best work. In addition to being a waste of taxpayer money, terminating him without cause will undoubtedly have a chilling effect on the city's ability to recruit and retain the very talent we need to navigate some of the defining crises of our time. For those supporting this resolution, I hope you have a plan for what comes next; right now, this feels like a rash, Trump-ian move that will damage our civic institutions to an extent that cannot be quickly or easily repaired.

while I'm disturbed by this resolution, I do have to admit I'm not exactly surprised. The

sponsors of this resolution previously leveled accusations of misconduct against Mr. Lazarus that were thoroughly demonstrated to be false, and threatened to fire him in public, at the Council table [1]. So, it's been pretty clear for some time that they've been trying to get rid of him; I guess they just gave up on trying to drum up a plausible excuse.

Finally, although I would obviously prefer to see this resolution defeated, based on the timing of its addition to the Council agenda (e.g. after the window for reserving public-comment time had passed), I can only conclude that its passage is a foregone conclusion. That decisions like this are apparently being made in the dark seems ... problematic, to say the least.

- Adam

[1] <https://www.mlive.com/news/ann-arbor/2019/05/ann-arbor-launching-probe-into-city-hall-after-text-message-controversy.html>

From: [Alex Holland](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Opposition to Removal of City Administrator
Date: Tuesday, February 18, 2020 2:15:38 PM

Hello,

As a resident of Ward 1 (Currently live next to Traverwood Branch Library), I am voicing my opposition to the removal of the city administrator.

Regards,

Alex Holland

From: [Michael Appel](#)
To: [Nelson, Elizabeth](#)
Subject: Re: City Manager
Date: Tuesday, February 18, 2020 2:20:01 PM

All of that makes sense, and I understand that he serves at the pleasure of Council. But is there a why? Did he do something? Did he not do something? I'm curious.

On Tue, Feb 18, 2020 at 2:07 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,

Thanks for reaching out.

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The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: Michael Appel [REDACTED]
Sent: Tuesday, February 18, 2020 12:37 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>

Subject: City Manager

Elizabeth,

I gather there is a pretty big decision on the agenda this evening. I've been impressed at your resistance to the incredibly divisive tone and actions that have sometimes dominated Council. If you are supporting this, I hope you (and your colleagues, but I'm not completely hopeful) will be very clear about what he could have done to be fired without apparent "cause."

I haven't worked closely with him, but I trust you wouldn't vote for this in the absence of fairly outrageous behavior.

Thanks

Michael Appel

--

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Powered by Sigstr

From: [L. Bruce Fields](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Please vote no on DC-8
Date: Tuesday, February 18, 2020 2:21:20 PM

On Tue, Feb 18, 2020 at 07:14:36PM +0000, Nelson, Elizabeth wrote:
> There are only two positions at City Hall that are subject to direct
> Council control: the City attorney and the City Administrator. That's
> it. There is a reason for that and it's because a lot could happen
> for politically motivated reasons if Council had more direct control
> over more city employees. Additionally, the collaboration between
> City Council and a city administrator is often not an especially
> public process. I appreciate that it's pretty ripe for uninformed
> gossip.

Sorry, what uninformed gossip are you talking about? My main source is
just

<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.mlive.com%2Fnews%2Fann-arbor%2F2020%2F02%2Fann-arbor-council-to-vote-on-firing-city-administrator.html&data=02%7C01%7CElnelson%40a2gov.org%7C472c3221c10e48e6601a08f7b4a777ee%7C48afa58563754170b9d1e9c568b892f3%7C0%7C0%7C637176504795474755&psdata=4YgzKMzY92gmF7WjZOVs09GN0qIRlKuQ6CjXQm8g%3D&reserved=0>

I don't claim that this decision is illegal, just that it's unwise.

Surely you have a stronger justification than that you "can" do this?

--b.

From: [Scott Trudeau](#)
To: [Nelson, Elizabeth](#)
Subject: Re: City Administrator Termination
Date: Tuesday, February 18, 2020 2:21:50 PM

"Council has the power to do this" is a "might makes right" argument. Given the challenge in finding competent municipal executives in Michigan and no apparent reason for Lazarus' firing, what exactly is the point? It would be one thing if there was demonstrable incompetence or some failure to perform. "Because we can" is not a sufficient reason given the inevitable issues an unplanned departure like this will cause at City Hall.

Scott

On Tue, Feb 18, 2020 at 2:11 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

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Thanks for reaching out!

Elizabeth

From: Scott Trudeau <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:23 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: City Administrator Termination

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

I understand some of you have been frustrated that City staff isn't sufficiently sycophantic to the bidding of Council. In my view, in every case that staff or Mr Lazarus has been attacked by Councilmembers, Mr Lazarus has supported his staff in acting with professional integrity. Under Lazarus, staff have based their recommendations rooted in their areas of expertise and upon the many policy goals and plans previously approved by Council. This doesn't mean I always think staff does the exact thing I would prefer or offers the perfect solution to any issue, but I do believe under Mr Lazarus leadership staff is both doing an excellent job and has established a supportive culture of continual improvement at City Hall. I admire his steady, sober and effective leadership.

Furthermore, it is unreasonable & unethical to expect professional civil servants to recommend actions that will not achieve the goals also articulated by Council (or would violate legal obligations of the City). When the agreed upon policy goals & subsequent actions are misaligned, it is healthy that there is pushback on the actions from hired experts. This is exactly the kind of loyalty you should value: a loyalty to principle & policy goals, not to whatever is politically convenient to currently sitting elected officials.

This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau

From: [Julie Roth](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 2:22:37 PM

Well, I completely disagree that this is not a “situation of outrage.”
I, for one, am feeling outrage.
Honestly, I find the tone of your email bewilderingly patronizing.

Did you read my concerns, regarding Mr. Lazarus’ work on A2Zero? Firing him right now is a disaster. PLEASE do not do this. Please do not hamstring us in this way. We have worked so hard.

I am not interested in you “compensating him fairly.” I am interested in his continuing to work with us, and for our city, on this effort.

I urge you to reconsider your vote, and especially your timing. We are preparing to present the A2Zero plan to city council in just a few weeks. This undermines that entire effort.

Julie

On Feb 18, 2020, at 2:13 PM, Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,
Thanks for reaching out.

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terms he has requested.

Thanks for reaching out!
Elizabeth

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:55 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Lazarus firing

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Juliet Slutzker](#)
To: [Ramlawi, Ali](#)
Subject: Administrator Lazarus
Date: Tuesday, February 18, 2020 2:24:11 PM

Mr. Ramlawi,

I am a current resident of Ward 5 and just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this for a number of reasons.

- Termination - and even a close vote - will harm the city's reputation and will negatively affect the city's ability to both retain and attract the best talent
- A new administrator would find it immensely difficult serving in Ann Arbor under the present conditions where they are expected to please so many masters with such divergent views.
- Administrator Lazarus has generally been a strong sustainability supporter, especially when it comes to climate action. As a conservation professional, these are issues that I hold near and dear.
- In addition, based on a wide range of objective measures, city outcomes are stable or improving. In particular, city finances have improved significantly over the past few years.
- As Howard would be terminated without cause, this will cost the city **over a quarter million dollars** just to pay his severance, not to mention the costs associated with finding and hiring a new administrator. This process would also put too many issues and actions on hold, and likely would not result in anyone better.

Thank you for your consideration,
Juliet Slutzker

From: [Julie Roth](#)
To: [Grand, Julie](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 2:24:20 PM

Thank you Julie.

I don't know what else to do! This is a potential disaster for all that we have worked so hard for on A2Zero.

I heard from E. Nelson that she plans to vote to fire him.

I'm beside myself.
Julie

On Feb 18, 2020, at 2:03 PM, Grand, Julie <JGrand@a2gov.org> wrote:

I completely agree with your points and plan to vote no.

Julie

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Lazarus firing

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Jen Talley](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Cc: [Taylor, Christopher \(Mayor\)](#)
Subject: resolution to fire city administrator
Date: Tuesday, February 18, 2020 2:24:44 PM

Councilmembers Ramlawi & Smith,

As a 12-year employee of the University of Michigan and a 5-year resident of ward 5, I have been following Ann Arbor city politics for some time. This is the first time I have been moved to write my city representative, however, when I learned this morning that two councilmembers will be introducing a resolution to fire City Administrator Howard Lazarus. I read the posted severance document and saw no reasons listed to justify this action. In fact, it seems to be without cause, as the willingness to pay one year severance would indicate. This seems an unwise move financially for the city, as well as an apparent power grab on the part of a faction of council members. I am extremely disappointed in the way Council has become split into two distinct factions with one having few goals other than thwarting policies and actions supported by Mayor Taylor. It seems obvious this move is an attempt to consolidate power within this faction. As Mr. Lazarus has, to the public's knowledge, done nothing to warrant this action, it's almost impossible to draw any other conclusion regarding the reasoning behind this. There has been no chance for public commentary or for councilmembers to assess their constituents' opinions. This action hurts the city, drains financial resources, and limits productivity while an unnecessary job search is conducted. I urge a no vote on the resolution to terminate Mr. Lazarus.

Thank you,

Jennifer R. Talley
pronouns: she/her



From: [Corky W](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 2:24:49 PM

That's just some finely crafted bs.

On Tue, Feb 18, 2020, 2:13 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,

Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: Corky W <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:55 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Juliet Slutzker](#)
To: [Smith, Chip](#)
Subject: Administrator Lazarus
Date: Tuesday, February 18, 2020 2:25:24 PM

Mr. Smith,

I am a current resident of Ward 5 and just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this for a number of reasons.

- Termination - and even a close vote - will harm the city's reputation and will negatively affect the city's ability to both retain and attract the best talent
- A new administrator would find it immensely difficult serving in Ann Arbor under the present conditions where they are expected to please so many masters with such divergent views.
- Administrator Lazarus has generally been a strong sustainability supporter, especially when it comes to climate action. As a conservation professional, these are issues that I hold near and dear.
- In addition, based on a wide range of objective measures, city outcomes are stable or improving. In particular, city finances have improved significantly over the past few years.
- As Howard would be terminated without cause, this will cost the city **over a quarter million dollars** just to pay his severance, not to mention the costs associated with finding and hiring a new administrator. This process would also put too many issues and actions on hold, and likely would not result in anyone better.

Thank you for your consideration,
Juliet Slutzker

From: [Nelson, Elizabeth](#)
To: [Michael Appel](#)
Subject: RE: City Manager
Date: Tuesday, February 18, 2020 2:26:00 PM

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Michael Appel [REDACTED]
Sent: Tuesday, February 18, 2020 2:18 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: Re: City Manager

All of that makes sense, and I understand that he serves at the pleasure of Council. But is there a why? Did he do something? Did he not do something? I'm curious.

On Tue, Feb 18, 2020 at 2:07 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Michael Appel [REDACTED]
Sent: Tuesday, February 18, 2020 12:37 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>

Subject: City Manager

Elizabeth,

I gather there is a pretty big decision on the agenda this evening. I've been impressed at your resistance to the incredibly divisive tone and actions that have sometimes dominated Council. If you are supporting this, I hope you (and your colleagues, but I'm not completely hopeful) will be very clear about what he could have done to be fired without apparent "cause."

I haven't worked closely with him, but I trust you wouldn't vote for this in the absence of fairly outrageous behavior.

Thanks

Michael Appel

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From: [David Fluck](#)
To: [Eaton, Jack](#); [Nelson, Elizabeth](#); [Lumm, Jane](#)
Cc: [Taylor, Christopher \(Mayor\)](#)
Subject: Regarding firing Howard Lazarus
Date: Tuesday, February 18, 2020 2:26:01 PM

Good afternoon. My name is David Fluck and I'm a Ward 4 resident in Ann Arbor.

I found out this morning that CM Eaton and CM Lumm have introduced a resolution to fire Howard Lazarus effective February 29th, 2020. I'm writing to you all because I find this outrageous.

I've followed City Council on and off over the past several years. Not only has Mr. Lazarus done his job with the utmost professionalism, respect, and domain knowledge that any other city only wishes it could have, but it's clear that his termination is just the latest in a long line of political retribution being enacted by the new Council majority, and part of a broader pattern of attacks on city staff since the 2018 election.

This resolution, if adopted, will make it ever harder to attract and retain city staff, who are essential parts of local government. Who would want to work for a city that so distrusts its own staff? It leads some to wonder if eroding trust in city administration is actually the goal and not just an unfortunate side effect of certain styles of governance.

I don't expect this e-mail to change minds, but I couldn't let this happen without letting you know that I, and indeed many other Ann Arborites, find this resolution shameful. Firing Howard Lazarus would send an awful message not only to the residents of Ann Arbor, but to anyone who might seek to serve the city in the future. It sets a bad precedent, and I implore you to reconsider.

Sincerely,

David Fluck


From: [clark.mccall](#)
To: [CityCouncil](#)
Subject: Resolution to terminate City Administrator - please vote no
Date: Tuesday, February 18, 2020 2:26:09 PM

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall
Ward 2

From: [Nelson, Elizabeth](#)
To: [David Fluck](#)
Subject: RE: Regarding firing Howard Lazarus
Date: Tuesday, February 18, 2020 2:27:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

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

From: David Fluck <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:23 PM
To: Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Regarding firing Howard Lazarus

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Sincerely,

David Fluck



From: [Nelson, Elizabeth](#)
To: [clark mccall](#)
Subject: RE: Resolution to terminate City Administrator - please vote no
Date: Tuesday, February 18, 2020 2:27:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: clark mccall <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Resolution to terminate City Administrator - please vote no

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall
Ward 2

From: [Sandy Aldrich](#)
To: [Lumm, Jane](#)
Cc: [Rein, Michael \(U of M\)](#); [Kevin J. Bohnsack](#); [Griswold, Kathy](#); [Berman, Harvey](#); [Andrea Darden](#); [Kate Delaney](#); [Susan Bowers](#); [Kim Pitts](#); [Linh Song](#); [Henry Love](#)
Subject: Re: NEA2CC engagement with UM
Date: Tuesday, February 18, 2020 2:28:37 PM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ...

and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,

Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <[REDACTED]>, "Kevin J. Bohnsack" <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all. After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>

Sent: Wednesday, December 11, 2019 12:12 PM

To: Andrea Darden <[REDACTED]> Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.

I don't know if a date has been set yet.

Harvey W. Berman
BODMAN PLC
Suite 400
201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com
My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"
<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <HBerman@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal uofm@utoronto.ca e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate

Harvey

Harvey W. Berman
BODMAN PLC
Suite 400
201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com
My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"

<image001.gif>

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBERMAN@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers
<[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song
<[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts
<[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,

Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBERMAN@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in

an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

Harvey W. Berman
BODMAN PLC
Suite 400
201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com
My biography on bodmanlaw.com

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<image001.gif>

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBerman@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion session available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,

Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccd.org/wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaaLOZ4GyPDD5dMnU672KpJG3yMyjbi_kOr08YcJ4NqjksBy9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers

<[REDACTED]> wrote:

Well.....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it is 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers

<[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack

Vice President

Glacier Highlands Neighborhood Association

cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various

[values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

-single family graduate student housing

-childcare center

-low-impact research buildings

-social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[\[REDACTED\]](#)> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life. Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney" <[\[REDACTED\]](#)> wrote:

Hi All -

I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied!

Enjoy the rest of summer!

Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich <[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song <[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on re-zoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach

with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.

Any thoughts?

-Kevin

<North Campus Master Plan - 2008.pdf>

--

Michael J. Rein

Director of Community Relations

Office of the Vice President for Government Relations

University of Michigan

6080 Fleming Administration Building

503 Thompson Street

Ann Arbor, Michigan 48109-1340

E-Mail: reinm@umich.edu

Direct: 734.763.5554

From: [clark.mccall](#)
To: [Griswold, Kathy](#)
Subject: City Administrator termination resolution
Date: Tuesday, February 18, 2020 2:31:11 PM

Hi Kathy,

What is this all about? (Don't feel you need to answer this. I just hope some more information comes out about this.)

The public doesn't have access to as much information as you, granted, but I from what I know I urge you to keep our administrator.

Clark

From: [Forsberg, Jason](#)
To: [Bannister, Anne](#)
Cc: [Cox, Michael](#); [Metzer, Aimee](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Fournier, John](#); [Lazarus, Howard](#)
Subject: Re: City Administrator's Report - February 18, 2020
Date: Tuesday, February 18, 2020 2:31:33 PM

I will request more information and can have it for you either at our monthly meeting or sooner if you would like.

Jason Forsberg
Deputy Chief of Police
Ann Arbor Police Department
[301 E. Huron St.](#)
[Ann Arbor, Michigan 48104](#)
[734.794.6910](#)
jforsberg@a2gov.org
www.a2gov.org/police

On Feb 18, 2020, at 2:06 PM, Bannister, Anne <ABannister@a2gov.org> wrote:

Dear Chief Cox, Ms. Metzger and Mr. Forsberg,

Would you send more detail about pedestrian crash 20-1237 on the last page of the report? Evidently the crash occurred on 1/9/20 on Pontiac Trail and Northside, and the pedestrian was not in the crosswalk but was injured.

Pontiac Trail and this area is one of our hot spots for trouble!

Thanks,
Anne

From: Higgins, Sara <SHiggins@a2gov.org>
Sent: Tuesday, February 18, 2020 10:27 AM
To: *City Council Members (All) <CityCouncilMembersAll@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; Beaudry, Jacqueline <JBeaudry@a2gov.org>; Cox, Michael <MCox@a2gov.org>; Crawford, Tom <TCrawford@a2gov.org>; Delacourt, Derek <DDelacourt@a2gov.org>; Forsberg, Jason <JForsberg@a2gov.org>; Forsyth, Doug <DForsyth@a2gov.org>; Fournier, John <JFournier@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Kennedy, Mike <MKennedy@a2gov.org>; Metzger, Aimee <AMetzer@a2gov.org>; Shewchuk, Tom <TShewchuk@a2gov.org>; Stults, Missy <MStults@a2gov.org>; Wondrash, Lisa <LWondrash@a2gov.org>; Coleman, Kayla <KColeman@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: City Administrator's Report - February 18, 2020

Mayor and Council:

Attached is the City Administrator's Report – February 18, 2020. This report will be

included as a written communication from the City Administrator on the February 18 Council Agenda.

Sara Higgins, Strategic Planning Coordinator

Ann Arbor City Administrator's Office | Guy C. Larcom City Hall | 301 E. Huron, 3rd Floor · Ann Arbor · MI · 48104

734.794.6110 (O) · 734.994.8296 (F) | Internal Extension 41102

shiggins@a2gov.org | www.a2gov.org



Think Green! Please don't print this e-mail unless absolutely necessary.

A2 Be Safe. Everywhere. Everyone. Every day.

a2gov.org/A2BeSafe

<200218 City Administrator's UpdateFINAL.pdf>

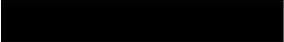
From: [clark mccall](#)
To: [Lumm, Jane](#)
Subject: City Administrator - please retain him
Date: Tuesday, February 18, 2020 2:32:36 PM

Hi Jane,

The public doesn't have access to as much information as you, granted, but I from what I know I urge you to keep our administrator.

I hope more information will be forthcoming about this.

Clark McCall



From: [Lumm, Jane](#)
To: [Jeff Gaynor](#); [Kathy Griswold](#)
Bcc: janelumm@comcast.net
Subject: RE: Please keep Howard
Date: Tuesday, February 18, 2020 2:35:00 PM

Thank you, Jeff.

We have given this much thought, and have come to the conclusion that a change in leadership would best serve the City.

From what you describe, I am concluding that the roles and responsibilities of school board members and the Superintendent differ from that of Council and the City Administrator. Per the City Charter, it is the City Council's authority and responsibility, not the City Administrator's, to set policy. As acknowledged by the City Administrator in his application for the Gainesville position, he takes a different view on the policy direction that the 2018 election set, and while that is his personal prerogative, we all are here to serve our constituents and if that means taking the City in policy directions with which one disagrees, that remains the purview and responsibility of the elected officials.

We have given this much thought and due diligence, and have decided to recommend this action to best serve our City's short and long-term interests.

Thank you for taking the time to reach out to share your thoughts and concerns.

All best, Jane

From: Jeff Gaynor <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:14 PM
To: Lumm, Jane <JLumm@a2gov.org>; Kathy Griswold <griswoldkj@gmail.com>
Subject: Please keep Howard

Dear Jane and Kathy,

As my City Council reps I have a duty to let you know that I find Howard Lazarus to be conscientious, thoughtful and dedicated. It will be a grave mistake, practically (and I feel, politically) to dismiss him.

After the Nov. 2018 elections, the School Board majority 'flipped' as well, and there was some discussion of replacing our Superintendent. As much as we disagreed with some of her policies and performance, we put the interests of the district ahead of our own political agenda. I advise the council to do the same.

Regards,

Jeff Gaynor

[REDACTED]
Ann Arbor, MI 48105

From: [Adam Oxner](#)
To: [CityCouncil](#)
Subject: DC-8: Keep Administrator Lazarus
Date: Tuesday, February 18, 2020 2:35:09 PM

Hello Council,

Administrator Lazarus is, like much of City staff, an asset to the City. He is thoughtful and level-headed when it comes to city issues and I am consistently impressed by his ability to give such thorough and reasonable responses to issues when pressed by Council. I have also had the opportunity to observe his work with the DDA and the Ann Arbor Citizen's Academy and cannot believe that someone who is clearly so passionate about Ann Arbor and its citizens and (exceedingly) competent at their job would be dismissed. I am disappointed and unnerved by this resolution to fire him without cause - I urge you to vote no.

I am out of town otherwise I would not hesitate to attend Council tonight to voice my strong opposition to this resolution.

Sincerely,
Adam

Adam Oxner



Ward 4

From: [Nelson, Elizabeth](#)
To: [Adam Oxner](#)
Subject: RE: DC-8: Keep Administrator Lazarus
Date: Tuesday, February 18, 2020 2:37:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

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

From: Adam Oxner <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:35 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8: Keep Administrator Lazarus

Hello Council,

Administrator Lazarus is, like much of City staff, an asset to the City. He is thoughtful and level-headed when it comes to city issues and I am consistently impressed by his ability to give such thorough and reasonable responses to issues when pressed by Council. I have also had the opportunity to observe his work with the DDA and the Ann Arbor Citizen's Academy and cannot believe that someone who is clearly so passionate about Ann Arbor and its citizens and (exceedingly) competent at their job would be dismissed. I am disappointed and unnerved by this resolution to fire him without cause - I urge you to vote no.

I am out of town otherwise I would not hesitate to attend Council tonight to voice my strong opposition to this resolution.

Sincerely,
Adam

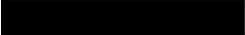
Adam Oxner
[REDACTED]
Ward 4

From: [Stephen Lavender](#)
To: [Ackerman, Zach](#); [Grand, Julie](#)
Subject: Lazarus Termination Agreement
Date: Tuesday, February 18, 2020 2:39:14 PM

Dear Council Members Ackerman and Grand,

I've just become aware of file number 20-0308, agenda number DC-8, "Lazarus Termination Agreement" for this evening's council meeting. What is the reason for Administrator Lazarus' dismissal? I've heard nothing, I've seen nothing that would lead me to believe his immediate dismissal was necessary. Until such time as we hear from City Administrator Lazarus and until the public knows more about the reasons for placing this resolution before council, I strongly urge you to vote against the resolution.

Sincerely,

Stephen Lavender


From: [Susan Westhoff](#)
To: [Grand, Julie](#)
Subject: Re: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 2:40:08 PM

Julie, thank you for taking the time to respond. I'm sure this is a complex issue that I know little to nothing about, it's just a shame it's rolling out publicly this way. I have the utmost respect for Howard, and this is already leading to so many negative connotations.

Good luck tonight, Susan

Please excuse any brevity, sent from my mobile device

On Feb 18, 2020, at 2:09 PM, Grand, Julie <JGrand@a2gov.org> wrote:

We are getting quite a few emails. I appreciate your support.

Julie

From: Susan Westhoff [REDACTED]
Sent: Tuesday, February 18, 2020 1:38 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's agenda item regarding our city administrator

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has bettered for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

From: [Keri Bruggink](#)
To: [Ramlawi, Ali](#)
Subject: Re: Why is the City Council considering firing Howard Lazarus?
Date: Tuesday, February 18, 2020 2:42:40 PM

Mr Ramlawi,

I understand that you are voting in favor of this resolution. In doing so, you are losing my vote and the votes of two others in my household in your Ward, along with several of my neighbors. So disappointing.

Keri

On Tue, Feb 18, 2020 at 1:24 PM Keri Bruggink [REDACTED] > wrote:

Dear Mr Smith and Mr Ramlawi,

Why has a resolution been added to tonight's City Council agenda to terminate Mr Lazarus? There appears to be no details or rationale included for the firing.

Please do not fire Mr Lazarus, or at the very least, help Ann Arbor residents to understand why this action is being considered.

Thank you.
Keri Bruggink

[REDACTED]

--

Keri Bruggink

([REDACTED])

[REDACTED]
Keri Bruggink

[REDACTED]

From: [Susan Westhoff](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 2:43:15 PM

Elizabeth, thank you for so much for taking the time to respond, it is appreciated very much.

I hope you can appreciate that my email doesn't point to any of the speculation or drama that might be happening in social media, but more my genuine respect and admiration for working with Howard over the past few years.

I hate that something like this is rolling forward publicly without a lot of details, and will lead to connotations or assumptions about what happened. I think he deserves better than that and only hope if this has to proceed For some reason , there is someway to be clear about his stellar performance both to not have his legacy be negative, but also to help us attract a future city administrator that can help in Arbor continue to move forward as Howard has done.

thabk you, Susan
Please excuse any brevity, sent from my mobile device

On Feb 18, 2020, at 2:12 PM, Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: Susan Westhoff [REDACTED]
Sent: Tuesday, February 18, 2020 1:39 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's agenda item regarding our city administrator

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has bettered for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

From: [Shoshannah Lenski](#)
To: [CityCouncil](#)
Subject: Reject the resolution to fire City Administrator
Date: Tuesday, February 18, 2020 2:44:14 PM

City Council Members,

I just learned that you intend to consider a resolution at tonight's council meeting to fire City Administrator Howard Lazarus.

As a member and current chair of one the city's advisory commissions, I believe strongly that commissions and council owe it to the city's constituents to give reasonable notice and time for input before consideration of resolutions, especially one so important and potentially controversial as this one.

I hope you will reject this resolution tonight. Given the short notice and no "cause," this proposal feels politically motivated and not in good faith. If you believe this deserves further consideration, please bring it back with justification to the public about the rationale for this, and with time for the public to provide you their feedback.

Thank you.
Shoshannah Lenski
Ward 5

From: [Jarod M.](#)
To: [Ramlawi, Ali](#)
Subject: Follow-up question on DC-8
Date: Tuesday, February 18, 2020 2:45:56 PM

Hello, CM Ramlawi,

I'm disappointed to see resolution DC-8 on tonight's City Council agenda. However, I understand the hiring and firing of the city attorney and city administrator is subject to the will of the Council majority.

I was wondering what sort of qualities and experience you will be looking for in the next City Administrator. Thanks for your time.

Ward 5 Resident,
Jarod Malestein

From: [Adam Oxner](#)
To: [Nelson, Elizabeth](#)
Subject: Re: DC-8: Keep Administrator Lazarus
Date: Tuesday, February 18, 2020 2:47:50 PM

CM Nelson,

Thanks for the quick response. I am not pretending that the firing of an Administrator is uncommon. I only think it will hurt the City to get rid of someone who I see as so valuable and, to me, executing their job well.

> Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

I certainly appreciate that much of the interactions Council has with the CA are not public and there are things I do not know. I would also appreciate some specific examples or instances that would require this motion, and expect to hear them at Council tonight so that us "uninformed" public can be enlightened.

Thanks,
Adam

> On Feb 18, 2020, at 2:37 PM, Nelson, Elizabeth <ENelson@a2gov.org> wrote:

>

> Hi,

> Thanks for reaching out.

>

> There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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>

> The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

>

> Thanks for reaching out!

> Elizabeth

>

> -----Original Message-----

> From: Adam Oxner <[REDACTED]>
> Sent: Tuesday, February 18, 2020 2:35 PM
> To: CityCouncil <CityCouncil@a2gov.org>
> Subject: DC-8: Keep Administrator Lazarus

>

> Hello Council,

>

> Administrator Lazarus is, like much of City staff, an asset to the City. He is thoughtful and level-headed when it comes to city issues and I am consistently impressed by his ability to give such thorough and reasonable responses to issues when pressed by Council. I have also had the opportunity to observe his work with the DDA and the Ann

Arbor Citizen's Academy and cannot believe that someone who is clearly so passionate about Ann Arbor and its citizens and (exceedingly) competent at their job would be dismissed. I am disappointed and unnerved by this resolution to fire him without cause - I urge you to vote no.

>

> I am out of town otherwise I would not hesitate to attend Council tonight to voice my strong opposition to this resolution.

>

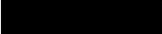
> Sincerely,

> Adam

>

> Adam Oxner

>

> 
> Ward 4

From: [Nelson, Elizabeth](#)
To: [Shoshannah Lenski](#)
Subject: RE: Reject the resolution to fire City Administrator
Date: Tuesday, February 18, 2020 2:48:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: Shoshannah Lenski <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:44 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Reject the resolution to fire City Administrator

City Council Members,

I just learned that you intend to consider a resolution at tonight's council meeting to fire City Administrator Howard Lazarus.

As a member and current chair of one of the city's advisory commissions, I believe strongly that commissions and council owe it to the city's constituents to give reasonable notice and time for input before consideration of resolutions, especially one so important and potentially controversial as this one.

I hope you will reject this resolution tonight. Given the short notice and no "cause," this proposal feels politically motivated and not in good faith. If you believe this deserves further consideration, please bring it back with justification to the public about the rationale for this, and with time for the public to provide you their feedback.

Thank you.
Shoshannah Lenski
Ward 5

From: [Nelson, Elizabeth](#)
To: [David Widmayer](#)
Subject: RE: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 2:49:00 PM

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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Thanks for reaching out!
Elizabeth

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the

citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]

Ann Arbor, MI 48108

From: [David Widmayer](#)
To: [CityCouncil](#)
Subject: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 2:49:00 PM

Mr. Mayor and City Council,

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Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

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Ann Arbor, MI 48108

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Date: Tuesday, February 18, 2020 2:49:00 PM

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I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

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Yours,

David Widmayer

[REDACTED]

Ann Arbor, MI 48108

From: [GZ Miller](#)
To: [Ramlawi, Ali](#)
Subject: Do not fire Howard Lazarus
Date: Tuesday, February 18, 2020 2:49:35 PM

Hello! I'm a constituent of yours in Ward 5. (I live at [REDACTED])

I am opposed to City Council firing the city administrator without cause. Seems like a waste of money and an inability of Council to work respectfully with everyone. Lazarus has been supportive of city projects I support and he appears to be very sincere about doing his job well and working with others.

And I don't understand the reasoning. I read the mlive coverage but your quotes are vague and don't explain.

Thank you,
Gillian Miller

From: [Jarod M.](#)
To: [Smith, Chip](#)
Subject: Follow-up question on DC-8
Date: Tuesday, February 18, 2020 2:50:36 PM

Hello, CM Smith,

I'm disappointed to see resolution DC-8 on tonight's City Council agenda. However, I understand the hiring and firing of the city attorney and city administrator is subject to the will of the Council majority.

I was wondering what sort of qualities and experience you will be looking for in the next City Administrator. Thanks for your time.

Ward 5 Resident,
Jarod Malestein

From: [Michael Appel](#)
To: [Nelson, Elizabeth](#)
Subject: Re: City Manager
Date: Tuesday, February 18, 2020 2:53:19 PM

Understood. And with personnel matters, perhaps there is no real alternative. But it's not very satisfying.

On Tue, Feb 18, 2020 at 2:26 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Michael Appel [REDACTED]
Sent: Tuesday, February 18, 2020 2:18 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: Re: City Manager

All of that makes sense, and I understand that he serves at the pleasure of Council. But is there a why? Did he do something? Did he not do something? I'm curious.

On Tue, Feb 18, 2020 at 2:07 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,

Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

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The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: Michael Appel <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:37 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: City Manager

Elizabeth,

I gather there is a pretty big decision on the agenda this evening. I've been impressed at your resistance to the incredibly divisive tone and actions that have sometimes dominated Council. If you are supporting this, I hope you (and your colleagues, but I'm not completely hopeful) will be very clear about what he could have done to be fired without apparent "cause."

I haven't worked closely with him, but I trust you wouldn't vote for this in the absence of fairly outrageous behavior.

Thanks

Michael Appel

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[Redacted]

--

[Redacted]

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Powered by Sigstr

From: [Lumm, Jane](#)
To: [Sandy Aldrich](#)
Cc: [Rein, Michael \(U of M\)](#); [Kevin J. Bohnsack](#); [Griswold, Kathy](#); [Berman, Harvey](#); [Andrea Darden](#); [Kate Delaney](#); [Susan Bowers](#); [Kim Pitts](#); [Linh Song](#); [Henry Love](#)
Subject: RE: NEA2CC engagement with UM
Date: Tuesday, February 18, 2020 2:55:06 PM

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not received until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again, consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we are striving to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me (██████████) to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <██████████>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <██████████>; Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBerman@bodmanlaw.com>; Andrea Darden <██████████>; Kate Delaney <██████████>; Susan Bowers <██████████>; Kim Pitts <██████████>; Linh Song <██████████>; Henry Love <██████████>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ... and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,
Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <[REDACTED]>, "Kevin J. Bohnsack" <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all, After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <[REDACTED]>, Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.
I don't know if a date has been set yet.

Harvey W. Berman
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My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"
<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <HBerman@BODMANLAW.COM>; Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, Lumm, Jane <JLumm@a2gov.org>

Griswold, Kathy <Kgriswold@a2gov.org>

Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal a2.gov e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate

Harvey

Harvey W. Berman
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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBERMAN@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,
Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBERMAN@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBERMAN@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion sessions available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,
Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

<https://nea2ccd.org.wordpress.com/2018/12/03/transportationfacilityreengagement/>

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers

<[REDACTED]> wrote:

Well....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it is 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers

<[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would

show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack
Vice President
Glacier Highlands Neighborhood Association
cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with

full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life.
Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney"

<[REDACTED]> wrote:

Hi All -

I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied! Enjoy the rest of summer!

Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich

<[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song

<[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on rezoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J.

Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone

and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin

<North Campus Master Plan - 2008.pdf>

--

Michael J. Rein
Director of Community Relations

*Office of the Vice President for Government Relations
University of Michigan
6080 Fleming Administration Building
503 Thompson Street
Ann Arbor, Michigan 48109-1340
E-Mail: reinm@umich.edu
Direct: 734.763.5554*

From: [David Widmayer](#)
To: [Nelson, Elizabeth](#)
Subject: Re: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 2:56:15 PM

Please tell me which part of my message contained "uninformed gossip"? I only mentioned positions taken by council members against Administrator Lazarus in public meetings.

Thanks.

-David Widmayer

On Tue, Feb 18, 2020 at 2:49 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,

Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]

[REDACTED]

Ann Arbor, MI 48108

From: [Priscilla Cheever](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Subject: Administrator Lazarus
Date: Tuesday, February 18, 2020 2:56:51 PM

I support the consent item agenda to be done with Howard Lazarus. He may have been cleared in the HR mess but he works in City Hall and should have known. Why did employees have to go to Council?

I am very troubled about the suspension of the new Police Chief. The administrator should have made sure he did not have issues at his old job that carried forward.

I wish Lazarus had gotten the Gainesville job and ended the misery that way but he did not-- they did their due diligence and trashing your current boss is never a good look. Lazarus wants out. I am sorry to have to pay him off, but he is not responsive to Council, only the Mayor and that just does not work.

Time to move on.

From: [Lori Roddy](#)
To: [Eaton, Jack](#); [Nelson, Elizabeth](#)
Subject: My deep concern of the resolution tonight
Date: Tuesday, February 18, 2020 2:58:28 PM

Dear Jack and Elizabeth -

I am incredibly disheartened to hear about the resolution that you have put forward to night to remove our city administrator Howard Lazarus.

I am requesting that you explain what insubordinate actions that give reason for this serious action of removing the city administrator. In my work with the entire city administration team over the past two years with Howard's leadership, I have experienced nothing less than high quality work and commitment to serving our community.

Please give me an explanation -

Lori

--

Lori Roddy



From: [RITA](#)
To: [CityCouncil](#)
Subject: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:02:08 PM

Dear Council;

Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical.

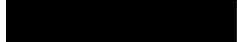
The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible.

This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross



Ann Arbor, Ward 2

From: [Matt Hampel](#)
To: [Smith, Chip](#); [Barnhart, Al](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:02:44 PM

Dear Councilmembers,

There's been news today that tonight's Council meeting will involve a resolution to fire the City Administrator. I think that Howard Lazarus has been doing a professional job managing the City, and I hope you'll vote against this. In the absence of any wrongdoing -- or even clearly articulated concerns -- I think that spending more than \$250,000 on unnecessary severance costs would be incredibly irresponsible.

The Free Press recently reported on the difficulties Michigan cities are having recruiting qualified candidates, in part because of political instability like this: <https://gcc02.safelinks.protection.outlook.com?url=https%3A%2F%2Fwww.freep.com%2Fstory%2Fnews%2Flocal%2Fmichigan%2Ffoakland%2F2020%2F02%2F03%2Fdespite-job-boom-michigan-city-halls-short-on-cash-and-top-exec%2F461796600%2F&data=02%7C01%7CChSmith%40a2gov.org%7Caacc86dc1dc24046f10c08d7b4ad5605%7C48afa58563754170b9d1e9c568bb92f3%7C0%7C0%7C637176529639780088&data=wzMcKwUOKA6%2Fmjsfm2A93UxWmFIEDR4quka7m48%2FLw%3D&reserved=0>

Replacing Lazarus with someone of equal or greater experience and ability is not going to come cheap and will set us back in time, money, and staff morale.

Best,
Matt Hampel
[REDACTED]

--
Matt Hampel
[REDACTED]

From: [Joshua Kay](#)
To: [CityCouncil](#)
Subject: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:03:29 PM

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay

 A2 48103

--

Joshua Kay

From: [Kristen Nyht](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Keep our City Administrator!
Date: Tuesday, February 18, 2020 3:11:10 PM

Elizabeth,

I believe that as a city council member, it is your responsibility to make government more transparent, not less. It is ridiculous to fire someone without cause and waste (conservatively) \$275,000 of OUR TAX MONEY on this fiasco. Why not just let his term run out and not renew it? Why not make clear why this action is being sought? Instead, you have chosen to make it a dark, murky, political hatchet-job, and that's a shame.

-Kristen Nyht

On Tue, Feb 18, 2020 at 2:14 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,

Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: Kristen Nyht <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Keep our City Administrator!

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Jan Davies McDermott](#)
To: [Eaton, Jack](#); [Elizabeth Nelson](#)
Subject: City Administrator potential firing
Date: Tuesday, February 18, 2020 3:14:10 PM

Good Day to my City Council Representatives,

I sit on the Ann Arbor Economic Development Commission with Howard Lazarus. I find him to be extraordinarily knowledgeable, exceedingly thoughtful, and particularly able to communicate complicated and difficult concepts in clear, concise and articulate terms that recognize the vision of unintended complications down the road that certain decisions could cause. This would be a huge loss to our community. Just because he may not agree with every whim of an individual council member, doesn't mean he is incompetent, should be bullied into compliance with an individual belief, or deserves to be fired.

I implore you, please DO NOT support this initiative.

Jan Davies McDermott, Owner and Innkeeper at ***Davies House Bed & Breakfast and Extended Stay Inn*** Casual, comfortable, convenient lodging on the first fairway of Georgetown Country Club.

Experience a Football Saturday at the Inn: <http://vimeo.com/36411469> OR <https://www.youtube.com/watch?v=oRxpYzE57Kw>

Also available: ***Davies Cottage on Parrott's Pointe*** overlooking beautiful Mullett Lake.

Visit our website: www.davieshouseinn.com Contact us: 1355 King George Blvd., Ann Arbor, MI 48108. Call my cell 734 417 5745 or the inn 734 973 1722 or Email:

jan@davieshouseinn.com Info also available:

www.facebook.com/davieshouseinnbedandbreakfast OR www.michigan.org OR

www.visitannabor.org. We are a proud member of Think Local First, Ann Arbor/Ypsilanti Regional Chamber of Commerce., Ann Arbor Area Bed & Breakfast Association and the Professional Association of Innkeepers International.

From: [Grand, Julie](#)
To: [Joshua Kay](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:14:24 PM

Thank you, Josh. I appreciate and agree with you.

Julie

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay
[REDACTED] A2 48103

--
Joshua Kay

From: [Grand, Julie](#)
To: [RITA](#)
Subject: Re: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:14:48 PM

Thank you, Rita. I plan to vote no.

From: RITA <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Secretive Actions Hurt Ann Arbor

Dear Council;

Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical.

The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible.

This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross

[REDACTED]
Ann Arbor, Ward 2

From: [Annie Wolock](#)
To: [CityCouncil](#)
Subject: H Lazarus
Date: Tuesday, February 18, 2020 3:15:00 PM

Hello city council

It's come to my attention you're planning to vote on firing our city administrator, apparently without cause, but for a political agenda.

This is a terrible idea. I'm asking you all to rethink this and just stop. Just stop.

Mr Lazarus is an asset to the city.

Annie Wolock

Sent via cell phone. Please excuse any typos

From: [Grand, Julie](#)
To: [David Widmayer](#)
Subject: Re: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 3:15:31 PM

Thank you, David. I appreciate your message.

Julie

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]
Ann Arbor, MI 48108

From: [Joshua Kay](#)
To: [Grand, Julie](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:16:03 PM

Thank you for your response and for your service to our city, Julie! --Josh

On Tue, Feb 18, 2020 at 3:14 PM Grand, Julie <JGrand@a2gov.org> wrote:

Thank you, Josh. I appreciate and agree with you.

Julie

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

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Sincerely,
Joshua Kay
[REDACTED] A2 48103

--
Joshua Kay

--
Joshua Kay

From: [Williams, John](#)
To: [Griswold, Kathy](#)
Subject: Council Motion to terminate Howard Lazarus
Date: Tuesday, February 18, 2020 3:16:52 PM

Dear Council Member Griswold,

I was distressed to hear that the Council is considering terminating City Administrator Lazarus. This appears to be taking place rapidly without much input. In any case, Mr Lazarus is essential if the City government is going to work on achieving carbon neutrality. He is the key person who interfaces with everyone else and it would be very disruptive to this effort to have to replace him. Please vote No on the proposal to terminate Mr. Lazarus.

Thank you for your consideration,

John Williams

John A. Williams, MD, PhD,
Horace W. Davenport Active Emeritus Professor of Physiology
Professor Emeritus of Internal Medicine

Home Address: [REDACTED]
Ward 2
Ann Arbor MI

Electronic Mail is not secure, may not be read every day, and should not be used for urgent or sensitive issues

From: [Grand, Julie](#)
To: [Stephen Lavender](#); [Ackerman, Zach](#)
Subject: Re: Lazarus Termination Agreement
Date: Tuesday, February 18, 2020 3:17:36 PM

Stephen,

This resolution is not coming from us. I apologize for not having time to articulate my reasons for why I believe that this incredibly poor decision is being made at this time, but will do so formally soon.

I am obviously voting no.

Best,
Julie

From: Stephen Lavender <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:31 PM
To: Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: Lazarus Termination Agreement

Dear Council Members Ackerman and Grand,

I've just become aware of file number 20-0308, agenda number DC-8, "Lazarus Termination Agreement" for this evening's council meeting. What is the reason for Administrator Lazarus' dismissal? I've heard nothing, I've seen nothing that would lead me to believe his immediate dismissal was necessary. Until such time as we hear from City Administrator Lazarus and until the public knows more about the reasons for placing this resolution before council, I strongly urge you to vote against the resolution.

Sincerely,

Stephen Lavender
[REDACTED]

From: [Grand, Julie](#)
To: [Annie Wolock](#)
Subject: Re: H Lazarus
Date: Tuesday, February 18, 2020 3:20:17 PM

Thank you, Annie. This is terrible and I appreciate your advocacy.

Julie

From: Annie Wolock <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:14 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: H Lazarus

Hello city council

It's come to my attention you're planning to vote on firing our city administrator, apparently without cause, but for a political agenda.

This is a terrible idea. I'm asking you all to rethink this and just stop. Just stop.

Mr Lazarus is an asset to the city.

Annie Wolock

Sent via cell phone. Please excuse any typos

From: [Grand, Julie](#)
To: [Shoshannah Lenski](#)
Subject: Re: Reject the resolution to fire City Administrator
Date: Tuesday, February 18, 2020 3:21:12 PM

Hi Shoshannah,

Thank you for your message and the work you do on behalf of our city. I plan to vote no.

Julie

From: Shoshannah Lenski <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:43 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Reject the resolution to fire City Administrator

City Council Members,

I just learned that you intend to consider a resolution at tonight's council meeting to fire City Administrator Howard Lazarus.

As a member and current chair of one the city's advisory commissions, I believe strongly that commissions and council owe it to the city's constituents to give reasonable notice and time for input before consideration of resolutions, especially one so important and potentially controversial as this one.

I hope you will reject this resolution tonight. Given the short notice and no "cause," this proposal feels politically motivated and not in good faith. If you believe this deserves further consideration, please bring it back with justification to the public about the rationale for this, and with time for the public to provide you their feedback.

Thank you.
Shoshannah Lenski
Ward 5

From: [Grand, Julie](#)
To: [Adam Oxner](#)
Subject: Re: DC-8: Keep Administrator Lazarus
Date: Tuesday, February 18, 2020 3:21:42 PM

Thank you, Adam. I appreciate your advocacy.

Julie

From: Adam Oxner <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:35 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8: Keep Administrator Lazarus

Hello Council,

Administrator Lazarus is, like much of City staff, an asset to the City. He is thoughtful and level-headed when it comes to city issues and I am consistently impressed by his ability to give such thorough and reasonable responses to issues when pressed by Council. I have also had the opportunity to observe his work with the DDA and the Ann Arbor Citizen's Academy and cannot believe that someone who is clearly so passionate about Ann Arbor and its citizens and (exceedingly) competent at their job would be dismissed. I am disappointed and unnerved by this resolution to fire him without cause - I urge you to vote no.

I am out of town otherwise I would not hesitate to attend Council tonight to voice my strong opposition to this resolution.

Sincerely,
Adam

Adam Oxner

[REDACTED]
Ward 4

From: [Grand, Julie](#)
To: [Julie Roth](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 3:22:10 PM

Vote them out.

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:24 PM
To: Grand, Julie <JGrand@a2gov.org>
Subject: Re: Lazarus firing

Thank you Julie.

I don't know what else to do! This is a potential disaster for all that we have worked so hard for on A2Zero.

I heard from E. Nelson that she plans to vote to fire him.

I'm beside myself.
Julie

On Feb 18, 2020, at 2:03 PM, Grand, Julie <JGrand@a2gov.org> wrote:

I completely agree with your points and plan to vote no.

Julie

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Lazarus firing

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Grand, Julie](#)
To: [clark mccall](#)
Subject: Re: Resolution to terminate City Administrator - please vote no
Date: Tuesday, February 18, 2020 3:23:20 PM

Thank you, Clark. I appreciate your advocacy.

Julie

From: clark mccall <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:25 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Resolution to terminate City Administrator - please vote no

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall
Ward 2

From: [Eaton, Jack](#)
To: [Barbara Lucas](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 3:24:33 PM

Thank you for contacting with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 10:36 AM, Barbara Lucas <>
wrote:

Dear Mayor and Council,

I hear that tonight you will be discussing a proposal to replace our city administrator. For the record, with the information that the public has currently, I definitely would not support such an action.

Sincerely,

Barbara Lucas


Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Emily McGuire](#)
To: [Ramlawi, Ali](#)
Subject: Opposed to proposal to fire City Administrator Lazarus
Date: Tuesday, February 18, 2020 3:24:38 PM

Dear Councilmember Ramwali,

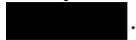
As one of your ward 5 constituents, I'm writing to express my dismay at your support of the proposal to fire our city administrator without cause. I would very much like to understand your justification for his firing.

Mr. Lazarus has been nothing but professional despite an openly hostile council. Terminating Mr. Lazarus without cause is an insult to the citizens of Ann Arbor, making it once again more difficult for our City to attract and retain highly qualified professional staff to serve our community.

I urge you to not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. If you vote to remove him I hope your reasons for doing so are clear and transparent (and made known to the public).

Thanks for your consideration,

Emily McGuire

.

From: [Elizabeth Nelson](#)
To: [Jan Davies McDermott](#)
Cc: [Eaton, Jack](#)
Subject: Re: City Administrator potential firing
Date: Tuesday, February 18, 2020 3:24:50 PM

ELIZABETHNELSON@MAC.COM appears similar to someone who previously sent you email, but may not be that person. [Learn why this could be a risk](#) [Feedback](#)

I appreciate that this is your experience of him and I realize that in a lot of contexts he fulfilled all of the positive adjectives you list. We have a non-disparagement clause that we are trying to comply with, so I do not want to get into the weeds with this but I feel very comfortable with this as the right decision. I've not taken his lightly, it has taken me over a year to reach this decision.. I'm not overly concerned about next steps, we will be okay.

Elizabeth

On Feb 18, 2020, at 3:12 PM, Jan Davies McDermott [REDACTED] wrote:

Good Day to my City Council Representatives,

I sit on the Ann Arbor Economic Development Commission with Howard Lazarus. I find him to be extraordinarily knowledgeable, exceedingly thoughtful, and particularly able to communicate complicated and difficult concepts in clear, concise and articulate terms that recognize the vision of unintended complications down the road that certain decisions could cause. This would be a huge loss to our community. Just because he may not agree with every whim of an individual council member, doesn't mean he is incompetent, should be bullied into compliance with an individual belief, or deserves to be fired.

I implore you, please DO NOT support this initiative.

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From: [Eaton, Jack](#)
To: [Dharma Akmon](#)
Cc: [Nelson, Elizabeth](#)
Subject: Re: resolution to fire the city administrator
Date: Tuesday, February 18, 2020 3:25:13 PM

Thank you for contacting with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 10:57 AM, Dharma Akmon [REDACTED] wrote:

Dear Jack and Elizabeth,

I live in your ward, and I'm really disappointed in the resolution planned to be put before Council tonight. This screams a politically motivated hit job.

Really reprehensible. What does it accomplish?

Dharma

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Erich Zechar](#)
Subject: Re: No on DC-8
Date: Tuesday, February 18, 2020 3:25:39 PM

Thank you for contacting with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 11:15 AM, Erich Zechar <[\[REDACTED\]](#)> wrote:

Hello council

I am a ward 2 resident and I urge you to vote NO on DC-8 tonight. I don't believe it is in our city's best interest to fire our capable and competent city administrator Howard Lazarus.

Huge personnel decisions like this should not be taken lightly, with full public disclosure of the reasoning behind them. Sneaking it in without demonstrating just cause as a last-minute addition to tonight's city council meeting is poor governance, and certainly has the appearance of political retribution.

I urge you to vote against this resolution.

Erich Zechar
[\[REDACTED\]](#)

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Eaton, Jack](#)
To: [Evan Lampe](#)
Subject: Re: Council meeting 02/18/2020
Date: Tuesday, February 18, 2020 3:26:17 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 11:57 AM, Evan Lampe
 wrote:

Hello Council member Eaton,

I am a lifelong Ann Arbor resident, 53years, 43 years in Ward 2.

I know that our City Manager, Howard Lazarus is doing a fine job and want for him to continue to serve our city well, as he has since 2016.

Sincerely,

Evan G. Lampe

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Dana Elliott](#)
To: [Eaton, Jack](#); [Nelson, Elizabeth](#)
Subject: Resolution to fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:27:01 PM

Hello,

I just wanted to write you to express my opinion on a resolution that will be introduced this evening to fire Howard Lazarus. I am very concerned about this and would consider it to be a critical mistake. A mistake that I think is worth considering while I vote in future elections.

Council Member Eaton, I realize that you are one of the people introducing this resolution. Please be aware that this feels an awful lot like a political decision rather than any actual problem with the work he is doing. This is especially clear in that he would be fired without cause.

It is really difficult to attract strong candidates to work as city staff and firing Mr. Lazarus will only make that more difficult. Please consider voting "no" on this.

Thank you,
Dana (ward 4 citizen)

From: [Eaton, Jack](#)
To: [Matt Catanzarite](#)
Subject: Re: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 3:27:53 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 12:52 PM, Matt Catanzarite <[REDACTED]> wrote:

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration".

A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...

How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite
[REDACTED]

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [REDACTED]
Subject: Re: Firing City Administrator Lazarus
Date: Tuesday, February 18, 2020 3:28:21 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 12:56 PM, O'Brien Family <[REDACTED]> wrote:

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien
[REDACTED]

Jack Eaton
Ward 4 Council member

jeaton@a2gov.org

734-662-6083

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From: [Eaton, Jack](#)
To: [Ginny Rogers](#)
Subject: Re: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 3:28:47 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging “cause” for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:17 PM, Ginny Rogers <[REDACTED]> wrote:

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,
Ginny Rogers, Ward 4
[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)

[Learn about the Energy Innovation and Carbon Dividend Act](#)

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [MG](#)
To: [CityCouncil](#)
Subject: Vote no to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 3:29:28 PM

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive. An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make."

-Jane Goodall

From: [Eaton, Jack](#)
To: [Scott Trudeau](#)
Subject: Re: City Administrator Termination
Date: Tuesday, February 18, 2020 3:29:48 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:22 PM, Scott Trudeau < wrote:

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

I understand some of you have been frustrated that City staff isn't sufficiently sycophantic to the bidding of Council. In my view, in every case that staff or Mr Lazarus has been attacked by Councilmembers, Mr Lazarus has supported his staff in acting with professional integrity. Under Lazarus, staff have based their recommendations rooted in their areas of expertise and upon the many policy goals and plans previously approved by Council. This doesn't mean I always think staff does the exact thing I would prefer or offers the perfect solution to any issue, but I do believe under Mr Lazarus leadership staff is both doing an excellent job and has established a supportive culture of continual improvement at City Hall. I admire his steady, sober and effective leadership.

Furthermore, it is unreasonable & unethical to expect professional civil servants to recommend actions that will not achieve the goals also articulated by Council

(or would violate legal obligations of the City). When the agreed upon policy goals & subsequent actions are misaligned, it is healthy that there is pushback on the actions from hired experts. This is exactly the kind of loyalty you should value: a loyalty to principle & policy goals, not to whatever is politically convenient to currently sitting elected officials.

This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau
Ward 1

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Susan Westhoff](#)
Subject: Re: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 3:30:26 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:38 PM, Susan Westhoff <> wrote:

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has bettered for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Brown, Stephen](#)
Subject: Re: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 3:31:16 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:43 PM, Stephen Colby Brown <> wrote:

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

- 1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?
- 2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?
- 3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise

and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.

4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.

5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

[REDACTED]
Ann Arbor, MI 48104

[REDACTED] (m)

"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the affections colour and infect the understanding."

Francis Bacon, Novum Organum XLIX. 1620

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Corky W](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 3:31:29 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:54 PM, Corky W <[REDACTED]> wrote:

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org

734-662-6083

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From: [Eaton, Jack](#)
To: [Julie Roth](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 3:31:44 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

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It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:54 PM, Julie Roth <[REDACTED]> wrote:

Hello, City Council.

I am writing about an agenda item that has been added to tonight’s meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city’s carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Kristen Nyht](#)
Subject: Re: Keep our City Administrator!
Date: Tuesday, February 18, 2020 3:32:16 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:56 PM, Kristen Nyht <[REDACTED]> wrote:

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [J. Bruce Fields](#)
Subject: Re: Please vote no on DC-8
Date: Tuesday, February 18, 2020 3:32:33 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:00 PM, J. Bruce Fields <[REDACTED]> wrote:

I'm beyond disappointed that council is considering firing Howard Lazarus, without cause, who by all accounts has been a great city administrator. We need great staff. This isn't the way to get them.

--Bruce Fields
[REDACTED]
Ann Arbor, MI 48105

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Eaton, Jack](#)
To: [Kate Remen-Wait](#)
Subject: Re: Don't fire Mr. Lazarus
Date: Tuesday, February 18, 2020 3:33:02 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:02 PM, Kate Remen-Wait <[REDACTED]> wrote:

Dear City Council members:

I just read there will be a last minute addition to the city council meeting to vote on firing City Administrator Howard Lazarus. I urge you NOT to vote for this. While I understand that some council members do not like Mr Lazarus when he presents them with facts that don't jibe with the policy they want to implement, the decision to fire him because he won't be a "yes man" is short sighted and shows a poor understanding of the position he was hired to fill (and, in my opinion, fills admirably.) If you take this action, the city will be the loser.

Sincerely,
Kate Remen-Wait
Resident of Ward 5

--

Kate Remen-Wait
pronouns: she/her/hers
[REDACTED]
Ann Arbor, MI 48103
[REDACTED]

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Adam Goodman](#)
Subject: Re: DC-8
Date: Tuesday, February 18, 2020 3:33:37 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:02 PM, Adam Goodman <> wrote:

Good afternoon.

I am deeply disturbed by the late-breaking resolution, added to tonight's published agenda only this morning, to terminate the employment of our city administrator. In his time in Ann Arbor, I have only had the deepest respect for Mr. Lazarus; in my view as a citizen of this city, he has only ever showed a good-faith commitment to executing the officially-stated policy of Council, and to building a culture in which city staff can do their best work. In addition to being a waste of taxpayer money, terminating him without cause will undoubtedly have a chilling effect on the city's ability to recruit and retain the very talent we need to navigate some of the defining crises of our time. For those supporting this resolution, I hope you have a plan for what comes next; right now, this feels like a rash, Trump-ian move that will damage our civic institutions to an extent that cannot be quickly or easily repaired.

while I'm disturbed by this resolution, I do have to admit I'm not exactly surprised. The sponsors of this resolution previously leveled accusations of misconduct against Mr. Lazarus that were thoroughly demonstrated to be false, and threatened to fire him in public, at the Council table [1]. So, it's been pretty clear for some time that they've been trying to get rid of him; I guess they just gave up on trying to drum up a plausible excuse.

Finally, although I would obviously prefer to see this resolution defeated, based

on the timing of its addition to the Council agenda (e.g. after the window for reserving public-comment time had passed), I can only conclude that its passage is a foregone conclusion. That decisions like this are apparently being made in the dark seems ... problematic, to say the least.

- Adam

[1] <https://www.mlive.com/news/ann-arbor/2019/05/ann-arbor-launching-probe-into-city-hall-after-text-message-controversy.html>

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [REDACTED]
Subject: Re: Firing of Lazarus
Date: Tuesday, February 18, 2020 3:34:07 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:04 PM, Lisa Querijero [REDACTED] wrote:

To my city council,

Please represent the needs of your constituents. Placing the firing of a well respected city official on the agenda last minute is not respecting the residents of A2. It is against best practices and is shady. The public can't comment and those out of town or busy can't attend, this is not appropriate or fair.

I stand in support of Howard Lazarus and the work he is doing on behalf of our city. Ann Arbor is becoming an undesirable place to live and my family is considering leaving after 25 years because of the direction our leadership is NOT taking us. We will campaign against those who vote in favor of firing him.

I call BS!

Lisa Querijero

Parent

PTOC executive board member AAPS

A2 resident 25 years

I

[Sent from Yahoo Mail on Android](#)

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org

734-662-6083

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From: [Eaton, Jack](#)
To: [David Fluck](#)
Subject: Re: Regarding firing Howard Lazarus
Date: Tuesday, February 18, 2020 3:35:54 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:22 PM, David Fluck <[REDACTED]> wrote:

Good afternoon. My name is David Fluck and I'm a Ward 4 resident in Ann Arbor.

I found out this morning that CM Eaton and CM Lumm have introduced a resolution to fire Howard Lazarus effective February 29th, 2020. I'm writing to you all because I find this outrageous.

I've followed City Council on and off over the past several years. Not only has Mr. Lazarus done his job with the utmost professionalism, respect, and domain knowledge that any other city only wishes it could have, but it's clear that his termination is just the latest in a long line of political retribution being enacted by the new Council majority, and part of a broader pattern of attacks on city staff since the 2018 election.

This resolution, if adopted, will make it ever harder to attract and retain city staff, who are essential parts of local government. Who would want to work for a city that so distrusts its own staff? It leads some to wonder if eroding trust in city administration is actually the goal and not just an unfortunate side effect of certain styles of governance.

I don't expect this e-mail to change minds, but I couldn't let this happen without letting you know that I, and indeed many other Ann Arborites, find this resolution shameful. Firing Howard Lazarus would send an awful message not only to the residents of Ann Arbor, but to anyone who might seek to serve the city in the

future. It sets a bad precedent, and I implore you to reconsider.

Sincerely,

David Fluck



Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Lumm, Jane](#)
To: [RITA](#)
Cc: [Griswold, Kathy](#)
Subject: RE: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:36:16 PM

Dear Rita,

Thank you for thoughtfully taking the time to reach out to share your concerns and perspective about the proposed termination agreement with Mr. Lazarus. As you likely know, I am one of the sponsors of the resolution and so apologize for the disappointment.

As I'm sure you fully understand and appreciate, this recommendation has been arrived at with much thought and introspection by all councilmembers, and while some of us have had the opportunity to share concerns about leadership and the direction of our city with Mr. Lazarus in his prior performance evaluations, recent weeks have offered new councilmembers the first opportunity to formally share their performance feedback with the Administrator. While these performance reviews have not been shared with us, and it is at Mr. Lazarus' request that we not share his performance feedback, I do believe that the performance review process has allowed many of my colleagues to focus their attention to shared concerns about the direction of the City under Mr. Lazarus' leadership.

We all care deeply about the direction and future path forward of our wonderful city, and a majority of councilmembers have expressed concerns about directions now being pursued by the City Administrator. In terms of the leadership concern, I will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did state that the new council was charting a different direction or path, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that our elected officials strive to serve their constituents, and given that elections have consequences, we are charged with and strive to represent the views and policies supported by our constituents. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials charged with this responsibility.

The severance agreement and payments are spelled out in and required by Mr. Lazarus' employment contract, and while resignations do not offer compensation (Mr. Lazarus' previous four predecessors resigned to take other positions and so received no compensation), the severance agreement has been approved by Mr. Lazarus and his attorney. Terminating a contract without cause also enables Mr. Lazarus to seek employment elsewhere and so is in his best interest. Our City Attorney has also indicated that one year severance payments for terminations without cause are what is typically provided by employers.

I am hopeful that the path forward will be positive for the City and Mr. Lazarus, and thank you for reaching out to share your concerns.

Best regards, Jane Lumm

From: RITA <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Secretive Actions Hurt Ann Arbor

Dear Council;

Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical.

The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible.

This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross

[REDACTED]
Ann Arbor, Ward 2

From: [Lumm, Jane](#)
To: [RITA](#)
Cc: [Griswold, Kathy](#)
Subject: RE: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:36:16 PM

Dear Rita,

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I am hopeful that the path forward will be positive for the City and Mr. Lazarus, and thank you for reaching out to share your concerns.

Best regards, Jane Lumm

From: RITA <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Secretive Actions Hurt Ann Arbor

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This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross
[REDACTED]
Ann Arbor, Ward 2

From: [Eaton, Jack](#)
To: [clark mccall](#)
Subject: Re: Resolution to terminate City Administrator - please vote no
Date: Tuesday, February 18, 2020 3:36:20 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:25 PM, clark mccall < wrote:

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall
Ward 2

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Carolyn Loh](#)
To: [Hayner, Jeff](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 3:36:50 PM

Dear Jeff,

I'm not your constituent, but I wanted to write to you anyway in hopes you'll urge your colleagues to reconsider the resolution to terminate Howard Lazarus. I study city governments for my job, and I believe Mr. Lazarus to be a competent city administrator. Such a person is not easy to find and I doubt he will be easily replaced by someone equally competent. At best, the process will be a distraction from the important work facing the Council. At worst, it will further drive apart the city's warring factions. Without doubt a termination and search will cost us money we don't need to spend. I hope the Council will walk this back before we lose a good public servant.

Thanks for listening,

Carolyn

From: [Eaton, Jack](#)
To: [Adam Oxner](#)
Subject: Re: DC-8: Keep Administrator Lazarus
Date: Tuesday, February 18, 2020 3:37:08 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:35 PM, Adam Oxner <[REDACTED]> wrote:

Hello Council,

Administrator Lazarus is, like much of City staff, an asset to the City. He is thoughtful and level-headed when it comes to city issues and I am consistently impressed by his ability to give such thorough and reasonable responses to issues when pressed by Council. I have also had the opportunity to observe his work with the DDA and the Ann Arbor Citizen's Academy and cannot believe that someone who is clearly so passionate about Ann Arbor and its citizens and (exceedingly) competent at their job would be dismissed. I am disappointed and unnerved by this resolution to fire him without cause - I urge you to vote no.

I am out of town otherwise I would not hesitate to attend Council tonight to voice my strong opposition to this resolution.

Sincerely,
Adam

Adam Oxner
[REDACTED]
Ward 4

Jack Eaton

Ward 4 Council member

jeaton@a2gov.org

734-662-6083

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From: [Eaton, Jack](#)
To: [Shoshannah Lenski](#)
Subject: Re: Reject the resolution to fire City Administrator
Date: Tuesday, February 18, 2020 3:37:41 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:43 PM, Shoshannah Lenski <> wrote:

City Council Members,

I just learned that you intend to consider a resolution at tonight's council meeting to fire City Administrator Howard Lazarus.

As a member and current chair of one the city's advisory commissions, I believe strongly that commissions and council owe it to the city's constituents to give reasonable notice and time for input before consideration of resolutions, especially one so important and potentially controversial as this one.

I hope you will reject this resolution tonight. Given the short notice and no "cause," this proposal feels politically motivated and not in good faith. If you believe this deserves further consideration, please bring it back with justification to the public about the rationale for this, and with time for the public to provide you their feedback.

Thank you.
Shoshannah Lenski
Ward 5

Jack Eaton

Ward 4 Council member

jeaton@a2gov.org

734-662-6083

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From: [Eaton, Jack](#)
To: [David Widmayer](#)
Subject: Re: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 3:38:19 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:48 PM, David Widmayer <> wrote:

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the

community, as does the pursuit of personal vendettas.

Yours,

David Widmayer



Ann Arbor, MI 48108

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Vloet, Katie](#)
To: [CityCouncil](#)
Subject: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:39:35 PM

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

Electronic Mail is not secure, may not be read every day, and should not be used for urgent or sensitive issues

From: [Lauren Trimble](#)
To: [Smith, Chip](#); [Ramlawi, Ali](#)
Subject: Please vote against Howard Lazarus's firing
Date: Tuesday, February 18, 2020 3:40:33 PM

Hi Ali and Chip,

I'm a Ward 5 resident and saw a report that reps Eaton and Lumm have put forth a proposal to fire the city administrator, Howard Lazarus.

I can't support the firing of Howard Lazarus. There seems to be broad disagreement between Lazarus, Eaton and Lumm on the future of Ann Arbor as well as some personal feelings of frustration on Eaton and Lumm's part.

If there is a specific reason for this firing, then a case should be made to the citizens of Ann Arbor. Being fired on the basis of disagreement with city council members does not seem like a fire-able offense to me. This proposal does not seem to be rooted in Mr. Lazarus's work performance (which has by all accounts been very good) and, as such, should be dismissed.

Please vote against his firing.

Thank you for your time (and the work you do for us in Ward 5),
Lauren Trimble

From: [Nelson, Elizabeth](#)
To: [Lori Roddy](#)
Subject: RE: My deep concern of the resolution tonight
Date: Tuesday, February 18, 2020 3:42:00 PM

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Lori Roddy <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:58 PM
To: Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>
Subject: My deep concern of the resolution tonight

Dear Jack and Elizabeth -

I am incredibly disheartened to hear about the resolution that you have put forward to night to remove our city administrator Howard Lazarus.

I am requesting that you explain what insubordinate actions that give reason for this serious action of removing the city administrator. In my work with the entire city administration team over the past two years with Howard's leadership, I have experienced nothing less than high quality work and commitment to serving our community.

Please give me an explanation -

Lori

--

Lori Roddy
[REDACTED]

From: [Nelson, Elizabeth](#)
To: [David Widmayer](#)
Subject: RE: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 3:42:00 PM

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:56 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: Re: I strongly object to resolution 20-0308

Please tell me which part of my message contained "uninformed gossip"? I only mentioned positions taken by council members against Administrator Lazarus in public meetings.

Thanks.

-David Widmayer

On Tue, Feb 18, 2020 at 2:49 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,
Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!
Elizabeth

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]
Ann Arbor, MI 48108

From: [Jennifer Fike](#)
To: [Ramlawi, Ali](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:42:13 PM

Dear Councilmember Ramlawi,

Must to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him. His expertise is highly valued and appreciated by city residents.

Thank you.

Sincerely,

Jennifer Fike

From: [mendelof](#)
To: [CityCouncil](#)
Cc: [Joshua Kay](#)
Subject: I support Howard Lazarus
Date: Tuesday, February 18, 2020 3:43:33 PM

To all council members:

I am an Ann Arbor resident and am concerned that there is an effort to fire Howard Lazarus. I have been impressed by his work and by his commitment to bring us into a more responsible climate policy.

I would strongly support his continued work in his current position.

Thank you-

Kate Mendeloff



Ann Arbor, 48104

Sent from my iPhone

From: [Eaton, Jack](#)
To: [Lori Roddy](#)
Cc: [Nelson, Elizabeth](#)
Subject: Re: My deep concern of the resolution tonight
Date: Tuesday, February 18, 2020 3:43:49 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:58 PM, Lori Roddy <[REDACTED]> wrote:

Dear Jack and Elizabeth -

I am incredibly disheartened to hear about the resolution that you have put forward to night to remove our city administrator Howard Lazarus.

I am requesting that you explain what insubordinate actions that give reason for this serious action of removing the city administrator. In my work with the entire city administration team over the past two years with Howard's leadership, I have experienced nothing less than high quality work and commitment to serving our community.

Please give me an explanation -

Lori

--

Lori Roddy
[REDACTED]

Jack Eaton

Ward 4 Council member

jeaton@a2gov.org

734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Eaton, Jack](#)
To: [Lori Roddy](#)
Cc: [Nelson, Elizabeth](#)
Subject: Re: My deep concern of the resolution tonight
Date: Tuesday, February 18, 2020 3:43:52 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

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Please give me an explanation -

Lori

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Lori Roddy
[REDACTED]

Jack Eaton

Ward 4 Council member

jeaton@a2gov.org

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From: [Eaton, Jack](#)
To: [RITA](#)
Subject: Re: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:44:25 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:02 PM, RITA <[REDACTED]> wrote:

Dear Council;

Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical.

The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible.

This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross

[REDACTED]
Ann Arbor, Ward 2

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Joshua Kay](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:45:01 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:03 PM, Joshua Kay <[REDACTED]> wrote:

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay
[REDACTED] A2 48103

--

Joshua Kay

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Annie Wolock](#)
Subject: Re: H Lazarus
Date: Tuesday, February 18, 2020 3:45:33 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:14 PM, Annie Wolock < wrote:

Hello city council

It's come to my attention you're planning to vote on firing our city administrator, apparently without cause, but for a political agenda.

This is a terrible idea. I'm asking you all to rethink this and just stop. Just stop.

Mr Lazarus is an asset to the city.

Annie Wolock

Sent via cell phone. Please excuse any typos

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Jennifer Fike](#)
To: [Hayner, Jeff](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:45:45 PM

Dear Councilmember Hayner,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike



Ward 1

From: [RITA](#)
To: [Lumm, Jane](#)
Subject: Re: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:46:51 PM

Jane,

You are not representing and supporting my views and values. Remember, I'm one of your constituents too.

Thank you,

Rita Ross

Sent from Xfinity Connect App

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

From: Lumm, Jane
To: Rita Ross
Cc: Griswold, Kathy
Sent: February 18, 2020 at 3:36 PM
Subject: RE: Secretive Actions Hurt Ann Arbor

Dear Rita,

Thank you for thoughtfully taking the time to reach out to share your concerns and perspective about the proposed termination agreement with Mr. Lazarus. As you likely know, I am one of the sponsors of the resolution and so apologize for the disappointment.

As I'm sure you fully understand and appreciate, this recommendation has been arrived at with much thought and introspection by all councilmembers, and while some of us have had the opportunity to share concerns about leadership and the direction of our city with Mr. Lazarus in his prior performance evaluations, recent weeks have offered new councilmembers the first opportunity to formally share their performance feedback with the Administrator. While these performance reviews have not been shared with us, and it is at Mr. Lazarus' request that we not share his performance feedback, I do believe that the performance review process has allowed many of my colleagues to focus their attention to shared concerns about the direction of the City under Mr. Lazarus' leadership.

We all care deeply about the direction and future path forward of our wonderful city, and a majority of councilmembers have expressed concerns about directions now being pursued by the City Administrator. In terms of the leadership concern, I will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did state that the new council was charting a different direction or path, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that our elected officials strive to serve their constituents, and given that elections have consequences, we are charged with and strive to

represent the views and policies supported by our constituents. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials charged with this responsibility.

The severance agreement and payments are spelled out in and required by Mr. Lazarus' employment contract, and while resignations do not offer compensation (Mr. Lazarus' previous four predecessors resigned to take other positions and so received no compensation), the severance agreement has been approved by Mr. Lazarus and his attorney. Terminating a contract without cause also enables Mr. Lazarus to seek employment elsewhere and so is in his best interest. Our City Attorney has also indicated that one year severance payments for terminations without cause are what is typically provided by employers.

I am hopeful that the path forward will be positive for the City and Mr. Lazarus, and thank you for reaching out to share your concerns.

Best regards, Jane Lumm

From: RITA <[REDACTED]> Sent: Tuesday, February 18, 2020 3:02 PM To: CityCouncil <CityCouncil@a2gov.org> Subject: Secretive Actions Hurt Ann Arbor

Dear Council, Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical. The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible. This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable. I urge you to vote no on the resolution to terminate Mr. Lazarus. Sincerely yours, Rita Ross, [REDACTED]
Ann Arbor, Ward 2

From: [Jennifer Fike](#)
To: [Bannister, Anne](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:46:53 PM

Dear Councilmember Bannister,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike



Ward 1

From: [Forsberg, Jason](#)
To: [Higgins, Sara](#)
Cc: [McCarthy, Colleen](#); [Lazarus, Howard](#); [Beaudry, Jacqueline](#); [Metzer, Aimee](#); [Cox, Michael](#)
Subject: Re: Officer at Feb. 18 Council Meeting
Date: Tuesday, February 18, 2020 3:47:24 PM

Officer Verhelle

Jason Forsberg

Deputy Chief of Police
Ann Arbor Police Department
[301 E. Huron St.](#)
[Ann Arbor, Michigan 48104](#)
[734.794.6910](#)
jforsberg@a2gov.org
www.a2gov.org/police

On Feb 18, 2020, at 3:04 PM, Higgins, Sara <SHiggins@a2gov.org> wrote:

Good afternoon –
Which officer is assigned to the Council meeting this evening?

Sara Higgins, Strategic Planning Coordinator

Ann Arbor City Administrator's Office | Guy C. Larcom City Hall | 301 E. Huron, 3rd Floor · Ann Arbor · MI · 48104
734.794.6110 (O) · 734.994.8296 (F) | Internal Extension 41102
shiggins@a2gov.org | www.a2gov.org



Think Green! Please don't print this e-mail unless absolutely necessary.

A2 Be Safe. Everywhere. Everyone. Every day.
a2gov.org/A2BeSafe

From: [Jennifer Fike](#)
To: [Griswold, Kathy](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:48:07 PM

Dear Councilmember Griswold,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [Jennifer Fike](#)
To: [Griswold, Kathy](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:48:07 PM

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Thank you.

Sincerely,

Jennifer Fike

From: [Eaton, Jack](#)
To: [Jan Davies McDermott](#)
Cc: [Elizabeth Nelson](#)
Subject: Re: City Administrator potential firing
Date: Tuesday, February 18, 2020 3:48:10 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:12 PM, Jan Davies McDermott <> wrote:

Good Day to my City Council Representatives,

I sit on the Ann Arbor Economic Development Commission with Howard Lazarus. I find him to be extraordinarily knowledgeable, exceedingly thoughtful, and particularly able to communicate complicated and difficult concepts in clear, concise and articulate terms that recognize the vision of unintended complications down the road that certain decisions could cause. This would be a huge loss to our community. Just because he may not agree with every whim of an individual council member, doesn't mean he is incompetent, should be bullied into compliance with an individual belief, or deserves to be fired.

I implore you, please DO NOT support this initiative.

Jan Davies McDermott, Owner and Innkeeper at ***Davies House Bed & Breakfast and Extended Stay Inn*** Casual, comfortable, convenient lodging on the first fairway of Georgetown Country Club.

Experience a Football Saturday at the Inn: <http://vimeo.com/36411469> OR <https://www.youtube.com/watch?v=oRxnYzE57Kw>

Also available: ***Davies Cottage on Parrott's Pointe*** overlooking beautiful Mullett Lake. Visit our website: www.davieshouseinn.com Contact us: 1355

King George Blvd., Ann Arbor, MI 48108. Call my cell 734 417 5745 or the inn 734 973 1722 or Email: jan@davieshouseinn.com Info also available: www.facebook.com/davieshouseinnbedandbreakfast OR www.michigan.org OR www.visitannabor.org. *We are a proud member of Think Local First, Ann Arbor/Ypsilanti Regional Chamber of Commerce., Ann Arbor Area Bed & Breakfast Association and the Professional Association of Innkeepers International.*

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Eaton, Jack](#)
To: [Dana Elliott](#)
Cc: [Nelson, Elizabeth](#)
Subject: Re: Resolution to fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:48:43 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

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Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:26 PM, Dana Elliott <[REDACTED]> wrote:

Hello,

I just wanted to write you to express my opinion on a resolution that will be introduced this evening to fire Howard Lazarus. I am very concerned about this and would consider it to be a critical mistake. A mistake that I think is worth considering while I vote in future elections.

Council Member Eaton, I realize that you are one of the people introducing this resolution. Please be aware that this feels an awful lot like a political decision rather than any actual problem with the work he is doing. This is especially clear in that he would be fired without cause.

It is really difficult to attract strong candidates to work as city staff and firing Mr. Lazarus will only make that more difficult. Please consider voting "no" on this.

Thank you,
Dana (ward 4 citizen)

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org

734-662-6083

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From: [Eaton, Jack](#)
To: [Dana Elliott](#)
Cc: [Nelson, Elizabeth](#)
Subject: Re: Resolution to fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:48:44 PM

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Hello,

I just wanted to write you to express my opinion on a resolution that will be introduced this evening to fire Howard Lazarus. I am very concerned about this and would consider it to be a critical mistake. A mistake that I think is worth considering while I vote in future elections.

Council Member Eaton, I realize that you are one of the people introducing this resolution. Please be aware that this feels an awful lot like a political decision rather than any actual problem with the work he is doing. This is especially clear in that he would be fired without cause.

It is really difficult to attract strong candidates to work as city staff and firing Mr. Lazarus will only make that more difficult. Please consider voting "no" on this.

Thank you,
Dana (ward 4 citizen)

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org

734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Jennifer Fike](#)
To: [Smith, Chip](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:49:17 PM

Dear Councilmember Smith,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [Eaton, Jack](#)
To: [MG](#)
Subject: Re: Vote no to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 3:49:43 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging “cause” for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:29 PM, MG < wrote:

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That’s not how this process should work. CM Lumm regularly says she’s all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city’s outcomes are stable and improving, as much as can be expected with many matters out of one’s control. Changing the guard right now would be highly disruptive. An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

“You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make.”

-Jane Goodall

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Jennifer Fike](#)
To: [Nelson, Elizabeth](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:49:59 PM

Dear Councilmember Nelson,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [Eaton, Jack](#)
To: [Vloet, Katie](#)
Subject: Re: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:50:19 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:39 PM, Vloet, Katie [REDACTED] wrote:

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

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Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Eaton, Jack](#)
To: [mendelof](#)
Subject: Re: I support Howard Lazarus
Date: Tuesday, February 18, 2020 3:50:46 PM

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:43 PM, mendelof [REDACTED] wrote:

To all council members:

I am an Ann Arbor resident and am concerned that there is an effort to fire Howard Lazarus. I have been impressed by his work and by his commitment to bring us into a more responsible climate policy.

I would strongly support his continued work in his current position.

Thank you-

Kate Mendeloff

[REDACTED]
Ann Arbor, 48104

Sent from my iPhone

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Jennifer Fike](#)
To: [Grand, Julie](#)
Subject: Fwd: City Administrator
Date: Tuesday, February 18, 2020 3:52:09 PM

FWIW. I tried... Good luck tonight.

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

From: **Jennifer Fike** <[REDACTED]>
Date: Tue, Feb 18, 2020 at 3:46 PM
Subject: City Administrator
To: Bannister, Anne <ABannister@a2gov.org>

Dear Councilmember Bannister,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

[REDACTED]

Ward 1

From: [Suzanne Perkins](#)
To: [Nelson, Elizabeth](#)
Subject: firing of the city administrator
Date: Tuesday, February 18, 2020 3:52:09 PM

Dear Elizabeth,

I am writing because I was appalled to see that Jack and Jane Lumm plan to fire the city administrator today. I hope that you will be among the votes not to waste \$275k of the city's budget and put net zero behind petty bickering. It is time for you to stand up and show some leadership on climate. We can not afford to waste progress because of perceived slights and then not be able to higher someone because we have a reputation (rightly won) for being a group of bickering children. I have a lot of respect for your and Jeff's independence from Jack on climate and affordable housing and I would like to see you demonstrate it tonight. This resolution is the height of bad governance.

Regards,

Suzanne Perkins, Ph.D., Lecturer
University of Michigan
1257 East Hall
530 Church Street

suzanneperkinsphd.com

From: [Chuck White](#)
To: [Ackerman, Zach](#); [Grand, Julie](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 3:52:33 PM

Dear Councilmembers Ackerman and Grand,

We are outraged that the Ann Arbor City Council is intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

People are watching (and talking about) the actions you take as Ward 3 Councilmembers.

Sincerely,

Chuck & Julie White

From: [Jan Davies McDermott](#)
To: [Eaton, Jack](#)
Subject: Re: City Administrator potential firing
Date: Tuesday, February 18, 2020 3:52:46 PM

I do hope I can count on more support for issues in which I take considerable effort and spend time communicating, since this obviously fell on deaf ears. Disappointed.

Jan Davies McDermott, Owner and Innkeeper at ***Davies House Bed & Breakfast and Extended Stay Inn*** Casual, comfortable, convenient lodging on the first fairway of Georgetown Country Club.

Experience a Football Saturday at the Inn: <http://vimeo.com/36411469> OR

<https://www.youtube.com/watch?v=oRxnYzE57Kw>

Also available: ***Davies Cottage on Parrott's Pointe*** overlooking beautiful Mullett Lake.

Visit our website: www.davieshouseinn.com Contact us: 1355 King George Blvd., Ann Arbor, MI 48108. Call my cell 734 417 5745 or the inn 734 973 1722 or Email:

jan@davieshouseinn.com Info also available:

www.facebook.com/davieshouseinnbedandbreakfast OR www.michigan.org OR

www.visitannabor.org. *We are a proud member of Think Local First, Ann Arbor/Ypsilanti Regional Chamber of Commerce., Ann Arbor Area Bed & Breakfast Association and the Professional Association of Innkeepers International.*

On Tuesday, February 18, 2020, 03:48:12 PM EST, Eaton, Jack <jeaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:12 PM, Jan Davies McDermott < wrote:

Good Day to my City Council Representatives,

I sit on the Ann Arbor Economic Development Commission with Howard Lazarus. I find him to be extraordinarily knowledgeable, exceedingly thoughtful, and particularly able to communicate complicated and difficult concepts in clear, concise and articulate terms that recognize the vision of unintended complications

down the road that certain decisions could cause. This would be a huge loss to our community. Just because he may not agree with every whim of an individual council member, doesn't mean he is incompetent, should be bullied into compliance with an individual belief, or deserves to be fired.

I implore you, please DO NOT support this initiative.

Jan Davies McDermott, Owner and Innkeeper at ***Davies House Bed & Breakfast and Extended Stay Inn*** Casual, comfortable, convenient lodging on the first fairway of Georgetown Country Club.

Experience a Football Saturday at the Inn: <http://vimeo.com/36411469> OR <https://www.youtube.com/watch?v=oRxnYzE57Kw>

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Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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From: [Grand, Julie](#)
To: [Chuck White](#)
Subject: Re: City Administrator
Date: Tuesday, February 18, 2020 3:54:19 PM

Hi Chuck and Julie,

I feel exactly as you do and am frankly horrified by my colleagues' actions. Zach and I will elaborate on these reasons after we give Howard the respect he deserves this evening.

Best,
Julie

From: Chuck White <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:52 PM
To: Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: City Administrator

Dear Councilmembers Ackerman and Grand,

We are outraged that the Ann Arbor City Council is intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

People are watching (and talking about) the actions you take as Ward 3 Councilmembers.

Sincerely,

Chuck & Julie White

From: [Grand, Julie](#)
To: [Jennifer Fike](#)
Subject: Re: City Administrator
Date: Tuesday, February 18, 2020 3:54:59 PM

Thank you. What happens next is important now. I appreciate your support.

Julie

From: Jennifer Fike <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:51 PM
To: Grand, Julie <JGrand@a2gov.org>
Subject: Fwd: City Administrator

FWIW. I tried... Good luck tonight.

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

From: **Jennifer Fike** <[REDACTED]>
Date: Tue, Feb 18, 2020 at 3:46 PM
Subject: City Administrator
To: Bannister, Anne <ABannister@a2gov.org>

Dear Councilmember Bannister,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

[REDACTED]
Ward 1

From: [Smith, Chip](#)
To: [Meredith Bruckner](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 3:55:08 PM

Meredith, I'd be happy to do an interview following tonight's meeting. I am not supporting the firing of the city administrator. I'll also have a statement that I'll release immediately following the meeting.

Best,
Chip

Sent from my iPhone

On Feb 18, 2020, at 11:11 AM, Meredith Bruckner <mbruckner@wdiv.com> wrote:

Hi Chip,

I am the producer of Local 4 News' site [All About Ann Arbor](#) and I'd like to ask you a few questions about tonight's resolution to terminate Howard Lazarus' employment.

Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News | ClickOnDetroit

From: [Grand, Julie](#)
To: [mendelof](#)
Subject: Re: I support Howard Lazarus
Date: Tuesday, February 18, 2020 3:55:23 PM

Thank you, Kate. I completely agree with your position.

Julie

From: mendelof <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:43 PM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Joshua Kay <[REDACTED]>
Subject: I support Howard Lazarus

To all council members:

I am an Ann Arbor resident and am concerned that there is an effort to fire Howard Lazarus. I have been impressed by his work and by his commitment to bring us into a more responsible climate policy.

I would strongly support his continued work in his current position.

Thank you-

Kate Mendeloff

[REDACTED]
Ann Arbor, 48104

Sent from my iPhone

From: [Grand, Julie](#)
To: [Vloet, Katie](#)
Subject: Re: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:55:46 PM

Thank you, Katie. I completely agree with you.

Julie

From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:39 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: please don't fire Howard Lazarus

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

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From: [Grand, Julie](#)
To: [MG](#)
Subject: Re: Vote no to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 3:56:07 PM

Thank you, Mary. I agree with you.

Julie

From: MG <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote no to fire City Administrator Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive.

An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to

make.”

-Jane Goodall

From: [Vloet, Katie](#)
To: [Grand, Julie](#)
Subject: RE: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 3:58:00 PM

Thank you for the reply! I really appreciate that.

From: Grand, Julie <JGrand@a2gov.org>
Sent: Tuesday, February 18, 2020 3:56 PM
To: Vloet, Katie <[REDACTED]>
Subject: Re: please don't fire Howard Lazarus

Thank you, Katie. I completely agree with you.

Julie

From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:39 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: please don't fire Howard Lazarus

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

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Katie Vloet
Ann Arbor

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From: [Lumm, Jane](#)
To: [RITA](#)
Subject: RE: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 3:58:00 PM

Thank you, Rita.

Yes, I know you are one of my constituents, and will just share that I have had difficulty getting resolutions responded to (e.g., report out dates and deadlines not fulfilled) and communications resolved as needed to serve folks I try my best to represent. On this matter, you are clearly telling me I am not representing your interests, and I do sincerely regret that I have concluded the city will be better served with a change in leadership.

In Ann Arbor's council-manager form of city government, Council sets policy and the Administrator leads the team in implementing the policy. Whether or not a staff member agrees with the policy direction, it is the Administrator's responsibility to implement the policy direction. In terms of implementation, I have found it difficult to promote recommendations not supported by Mr. Lazarus.

I would be happy to discuss this more fully with you at your convenience. Every Thurs. a.m. I have a ward 2 coffee at the Plum Market on Plymouth Rd. – I'm there from 8-9:30 a.m., but often stay longer to chat with folks. If this time isn't convenient, and you'd like to discuss this further, please let me know and I would very much like to schedule a time to sit down with you to hear your concerns and discuss this further. Weekends are usually fine as well, but this weekend I have family visiting from out-of-town to celebrate Christmas ... if you can believe. So, please feel free to suggest a time to meet if you'd like, and sorry I can't do this weekend.

Look forward to talking about this further at your convenience, and thank you, again, Rita, for reaching out.

Take care, Jane

From: RITA <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:47 PM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: Secretive Actions Hurt Ann Arbor

Jane,

You are not representing and supporting my views and values. Remember, I'm one of your constituents too.

Thank you,

Rita Ross

Sent from Xfinity Connect App

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

From: Lumm, Jane
To: Rita Ross
Cc: Griswold, Kathy
Sent: February 18, 2020 at 3:36 PM
Subject: RE: Secretive Actions Hurt Ann Arbor

Dear Rita,

Thank you for thoughtfully taking the time to reach out to share your concerns and perspective about the proposed termination agreement with Mr. Lazarus. As you likely know, I am one of the sponsors of the resolution and so apologize for the disappointment.

As I'm sure you fully understand and appreciate, this recommendation has been arrived at with much thought and introspection by all councilmembers, and while some of us have had the opportunity to share concerns about leadership and the direction of our city with Mr. Lazarus in his prior performance evaluations, recent weeks have offered new councilmembers the first opportunity to formally share their performance feedback with the Administrator. While these performance reviews have not been shared with us, and it is at Mr. Lazarus' request that we not share his performance feedback, I do believe that the performance review process has allowed many of my colleagues to focus their attention to shared concerns about the direction of the City under Mr. Lazarus' leadership.

We all care deeply about the direction and future path forward of our wonderful city, and a majority of councilmembers have expressed concerns about directions now being pursued by the City Administrator. In terms of the leadership concern, I will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did state that the new council was charting a different direction or path, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that our elected officials strive to serve their constituents, and given that elections have consequences, we are charged with and strive to represent the views and policies supported by our constituents. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials charged with this responsibility.

The severance agreement and payments are spelled out in and required by Mr. Lazarus' employment contract, and while resignations do not offer compensation (Mr. Lazarus' previous four predecessors resigned to take other positions and so received no compensation), the severance agreement has been approved by Mr. Lazarus and his attorney. Terminating a contract without cause also enables Mr. Lazarus to seek employment elsewhere and so is in his best interest. Our City Attorney has also indicated that one year severance payments for terminations without cause are what is typically provided by employers.

I am hopeful that the path forward will be positive for the City and Mr. Lazarus, and thank you for reaching out to share your concerns.

Best regards, Jane Lumm

From: RITA <[REDACTED]> Sent: Tuesday, February 18, 2020 3:02 PM To: CityCouncil <CityCouncil@a2gov.org> Subject: Secretive Actions Hurt Ann Arbor

Dear Council, Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical. The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible. This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable. I urge you to vote no on the resolution to terminate Mr. Lazarus. Sincerely yours, Rita Ross
Ann Arbor, Ward 2

From: [GBarr-Ann Arbor](#)
To: [Ramlawi, Ali](#)
Subject: City Administrator termination
Date: Tuesday, February 18, 2020 3:59:11 PM

Ali -

I don't have details about what Mr Lazarus has and hasn't been doing that are contrary to City Council preferences. But I am well-versed in HR practices and employment law. So I believe this termination decision was not made frivolously or in haste. Further, that Mr. Lazarus' safety net severance is a reasonable - and likely common practice - part of his employment agreement.

Thank you for doing your job, even when it puts you in the unenviable spotlight of those who criticize without knowledge.

I hope you're doing well. Gerri Barr

From: [David Widmayer](#)
To: [Nelson, Elizabeth](#)
Subject: Re: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 4:00:09 PM

I didn't ask you to disparage anyone, I asked you why you disparaged ME by referring to my message as "uninformed gossip."

-David

On Tue, Feb 18, 2020 at 3:42 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:56 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: Re: I strongly object to resolution 20-0308

Please tell me which part of my message contained "uninformed gossip"? I only mentioned positions taken by council members against Administrator Lazarus in public meetings.

Thanks.

-David Widmayer

On Tue, Feb 18, 2020 at 2:49 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

Hi,

Thanks for reaching out.

There are only two positions at City Hall that are subject to direct Council control: the City

attorney and the City Administrator. That's it. There is a reason for that and it's because a lot could happen for politically motivated reasons if Council had more direct control over more city employees. Additionally, the collaboration between City Council and a city administrator is often not an especially public process, I appreciate that it's pretty ripe for uninformed gossip.

Our City attorney has given us a lot of excellent advice about how to move forward with this change. He assures us that this is not a particularly extraordinary turn of events and that there is no reason for this to be a controversy of any sort. E.g. Mr Postema reminded me that when Mr Lazarus recently applied for a job in Florida, he was the only applicant who hadn't already been "fired" from a previous position as city administrator. This is not a situation of high drama, intrigue, or outrage.

The terms of the agreement negotiated with Mr. Lazarus are a positive outcome with a generous payout, fulfilling the terms of his contract. I have worked closely with Mr. Lazarus for over a year now and I'm happy to compensate him appropriately, under terms he has requested.

Thanks for reaching out!

Elizabeth

From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong

objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]

[REDACTED]

Ann Arbor, MI 48108

From: [Chris Grant](#)
To: [Ramlawi, Ali](#)
Subject: I like and respect Howard Lazarus and ...
Date: Tuesday, February 18, 2020 4:01:54 PM

I don't want him to leave unless he wants to.

On the other hand, I've seen toxic stuff happening in Council meetings and, well, maybe that's just the way it is. But I'm disappointed in you. Decent council members are a dime a dozen, but a decent city administrator is rare, and I'd have liked to see more effort on your part.

Chris Grant
5th ward

From: [Ackerman, Zach](#)
To: [mendelof](#)
Cc: [Joshua Kay](#)
Subject: Re: I support Howard Lazarus
Date: Tuesday, February 18, 2020 4:15:27 PM

Hi Kate,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: mendelof <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:43 PM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Joshua Kay <[REDACTED]>
Subject: I support Howard Lazarus

To all council members:

I am an Ann Arbor resident and am concerned that there is an effort to fire Howard Lazarus. I have been impressed by his work and by his commitment to bring us into a more responsible climate policy.

I would strongly support his continued work in his current position.

Thank you-

Kate Mendeloff

[REDACTED]
Ann Arbor, 48104

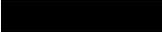
Sent from my iPhone

From: [Jeffrey Paul](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#); [Taylor, Christopher \(Mayor\)](#)
Subject: Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus
Date: Tuesday, February 18, 2020 4:15:46 PM

I am writing to you today to express my disapproval of tonight's City Council resolution which, if approved, would terminate the contract of our City Administrator, Howard Lazarus. I oppose this resolution on the following grounds:

- 1) The City Administrator position is not a political position, and a change in the political coalition on City Council should not influence the tenure of the Administrator. The City would no longer be able to attract qualified individuals to accept this job if candidates believe that they can be terminated whenever there is an election that results in a new balance of power.
- 2) Because there has been no stated reason for the necessity of removing Administrator Lazarus, the only conclusion I can draw is that Council has no legitimate cause to remove him. The decision to add this resolution to the agenda at the last minute suggests that there are members of the Council who wish to push this through without adequate time for public engagement.
- 3) I believe it is fiscally irresponsible to terminate Mr. Lazarus without cause and to pay the required one year severance. This is a misuse of public funds, unless it can be demonstrated that the continued employment of Administrator Lazarus is somehow costing the City money. My guess is that it cannot be demonstrated.

If the relationship between Council and the Administrator has deteriorated to such a point that Council would consider terminating Administrator Lazarus without cause, perhaps Council should look very seriously at their *own* actions before taking this very drastic step. If Council refuses to do so, they may run into this same problem with every other person they may hire.

Sincerely,
Jeffrey Paul

First Ward Resident

From: [Lumm, Jane](#)
To: [MG](#)
Bcc: janelumm@comcast.net
Subject: RE: Vote no to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 4:16:00 PM

Dear Mary,

Thank you for taking the time to reach out to thoughtfully share your concerns and support for Mr. Lazarus.

In terms of the timing of this addition to the agenda, I will just share that this was discussed with Mr. Lazarus at last Week's Administration Committee meeting, and the timing addresses Mr. Lazarus' interest, and the delay in placing this on the agenda was a function of receiving the final approved (by the City Attorney, Mr. Lazarus and Mr. Lazarus' attorney) separation agreement. CM Eaton and I received the separation agreement last evening and, as soon as I received, provide the resolution and agreement to council and requested that it be placed on Legistar.

Mr. Lazarus has been aware that a change in policy direction has been in process since the 2018 council elections, and, in fact, referenced the 2018 elections and his difficulty in working with the new direction set by the new council as a reason for making his application for the Gainesville City Mgr. position last fall. Prior to the 2018 election, some of us also expressed and shared concerns about various policy directives and the implementation outcomes (the City Administrator is charged with implementation of council policy directives) informally, publicly, and formally through previous performance reviews.

In terms of this change in leadership, I fully accept your point that this can be disruptive, and my hope is that we will again have a smooth and seamless transition in leadership. We have many qualified senior staff who are capable of providing this leadership and will just share that when Mr. Lazarus' predecessor (Steve Powers) announced his resignation to take another job, our CFO, Tom Crawford stepped up and served most ably and at a very high level for approximately nine months. Mr. Lazarus' four City Administrator predecessors resigned and the city leadership provided, again, most ably, the needed leadership.

I know you and your family are strong sustainability advocates, and also want to assure you that this dept. will continue to provide guidance on achieving the Carbon Neutral goals in concert with meeting the City's other responsibilities.

I share your deep concern about the direction and future path forward of our wonderful city, and believe that together we will best address our city's short and long term challenges with a change in leadership.

Please feel free to contact me ([REDACTED]) – I'd like to discuss this further at your convenience. I also have regular weekly Ward 2 coffee's at the Plum Mkt. on Plymouth Rd. every Thursday a.m. from 8-9:30.

Thank you, again, for reaching out to thoughtfully share your concerns, hope this is helpful, and sorry to disappoint.

Kind regards, Jane

From: MG <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote no to fire City Administrator Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive.

An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make."

-Jane Goodall

From: [Ackerman, Zach](#)
To: [Vloet, Katie](#)
Subject: Re: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:16:09 PM

Hi Katie,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:39 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: please don't fire Howard Lazarus

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

Electronic Mail is not secure, may not be read every day, and should not be used for urgent or

sensitive issues

From: [Ackerman, Zach](#)
To: [MG](#)
Subject: Re: Vote no to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 4:16:21 PM

Hi Mary,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: MG <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote no to fire City Administrator Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive.

An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the

cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make."

-Jane Goodall

From: [Joshua Kay](#)
To: [Eaton, Jack](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:16:59 PM

Jack, are you saying that Mr. Lazarus *wants* this to pass? That this would merely be passing a resolution codifying an agreement that he's negotiated?

--Josh

On Tue, Feb 18, 2020 at 3:45 PM Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:03 PM, Joshua Kay <[REDACTED]> wrote:

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay

 A2 48103

--
Joshua Kay

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

--
Joshua Kay

From: [Ackerman, Zach](#)
To: [Grand, Julie](#); [Stephen Lavender](#)
Subject: Re: Lazarus Termination Agreement
Date: Tuesday, February 18, 2020 4:19:32 PM

Hi Stephen,

Thank you very much for your note. I too am surprised by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional and erratic behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Grand, Julie <JGrand@a2gov.org>
Sent: Tuesday, February 18, 2020 3:17 PM
To: Stephen Lavender <[REDACTED]> Ackerman, Zach <ZAckerman@a2gov.org>
Subject: Re: Lazarus Termination Agreement

Stephen,

This resolution is not coming from us. I apologize for not having time to articulate my reasons for why I believe that this incredibly poor decision is being made at this time, but will do so formally soon.

I am obviously voting no.

Best,
Julie

From: Stephen Lavender <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:31 PM
To: Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: Lazarus Termination Agreement

Dear Council Members Ackerman and Grand,

I've just become aware of file number 20-0308, agenda number DC-8, "Lazarus Termination Agreement" for this evening's council meeting. What is the reason for Administrator Lazarus' dismissal? I've heard nothing, I've seen nothing that would lead me to believe his immediate dismissal was necessary. Until such time as we hear from City Administrator Lazarus and until the public knows more about the reasons for placing this resolution before council, I strongly urge you to vote against the resolution.

Sincerely,

Stephen Lavender



From: [Ackerman, Zach](#)
To: [Annie Wolock](#)
Subject: Re: H Lazarus
Date: Tuesday, February 18, 2020 4:19:45 PM

Hi Annie,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Annie Wolock <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:14 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: H Lazarus

Hello city council

It's come to my attention you're planning to vote on firing our city administrator, apparently without cause, but for a political agenda.

This is a terrible idea. I'm asking you all to rethink this and just stop. Just stop.

Mr Lazarus is an asset to the city.

Annie Wolock

Sent via cell phone. Please excuse any typos

From: [Joshua Kay](#)
To: [Grand, Julie](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:19:51 PM

Julie, a member of council just wrote to me intimating that this resolution simply codifies an agreement that Mr. Lazarus negotiated with council and therefore would want council to pass. The council member described it as a "separation agreement." The circumstances of the resolution do not suggest that this is accurate, but I thought I'd ask you (and have asked the council member in question), is what he describes accurate? Thank you. --Josh

On Tue, Feb 18, 2020 at 3:14 PM Grand, Julie <JGrand@a2gov.org> wrote:

Thank you, Josh. I appreciate and agree with you.

Julie

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay
[REDACTED] A2 48103

--
Joshua Kay

--
Joshua Kay

From: [Ackerman, Zach](#)
To: [RITA](#)
Subject: Re: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 4:20:19 PM

Hi Rita,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: RITA <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Secretive Actions Hurt Ann Arbor

Dear Council;

Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical.

The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible.

This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross
[REDACTED]
Ann Arbor, Ward 2

From: [Ackerman, Zach](#)
To: [David Widmayer](#)
Subject: Re: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 4:20:43 PM

Hi David,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL

the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer



Ann Arbor, MI 48108

From: [Ackerman, Zach](#)
To: [Adam Goodman](#)
Subject: Re: DC-8
Date: Tuesday, February 18, 2020 4:23:41 PM

Hi Adam,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: Adam Goodman <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8

Good afternoon.

I am deeply disturbed by the late-breaking resolution, added to tonight's published agenda only this morning, to terminate the employment of our city administrator. In his time in Ann Arbor, I have only had the deepest respect for Mr. Lazarus; in my view as a citizen of this city, he has only ever showed a good-faith commitment to executing the officially-stated policy of Council, and to building a culture in which city staff can do their best work. In addition to being a waste of taxpayer money, terminating him without cause will undoubtedly have a chilling effect on the city's ability to recruit and retain the very talent we need to navigate some of the defining crises of our time. For those supporting this resolution, I hope you have a plan for what comes next; right now, this feels like a rash, Trump-ian move that will damage our civic institutions to an extent that cannot be quickly or easily repaired.

while I'm disturbed by this resolution, I do have to admit I'm not exactly surprised. The sponsors of this resolution previously leveled accusations of misconduct against Mr. Lazarus that were thoroughly demonstrated to be false, and threatened to fire him in public, at the Council table [1]. So, it's been pretty clear for some time that they've been trying to get rid of him; I guess they just gave up on trying to drum up a plausible excuse.

Finally, although I would obviously prefer to see this resolution defeated, based on the timing of its addition to the Council agenda (e.g. after the window for reserving public-comment time had passed), I can only conclude that its passage is a foregone conclusion. That decisions like this are apparently being made in the dark seems ... problematic, to say the least.

- Adam

[1] <https://www.mlive.com/news/ann-arbor/2019/05/ann-arbor-launching-probe-into-city-hall-after-text-message-controversy.html>

From: [Grand, Julie](#)
To: [Joshua Kay](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:23:55 PM

It was negotiated, but it was initiated by CMs coming forward saying they had at least 6 votes to terminate his contract. Howard did not want to leave.

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 4:19 PM
To: Grand, Julie <JGrand@a2gov.org>
Subject: Re: do NOT fire Howard Lazarus

Julie, a member of council just wrote to me intimating that this resolution simply codifies an agreement that Mr. Lazarus negotiated with council and therefore would want council to pass. The council member described it as a "separation agreement." The circumstances of the resolution do not suggest that this is accurate, but I thought I'd ask you (and have asked the council member in question), is what he describes accurate? Thank you. --Josh

On Tue, Feb 18, 2020 at 3:14 PM Grand, Julie <JGrand@a2gov.org> wrote:

Thank you, Josh. I appreciate and agree with you.

Julie

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay



A2 48103

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Joshua Kay

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Joshua Kay

From: [Annie Wolock](#)
To: [Eaton, Jack](#)
Cc: [CityCouncil](#)
Subject: Re: H Lazarus
Date: Tuesday, February 18, 2020 4:24:51 PM

So you're saying Mr Lazarus wants to be fired?
Are you sure this is mutual? And without one acrimony? That's a completely different spin on what's being publicized.
We all know, it's not a secret, there is a very divisive council in place. It's also not a secret this current council majority actively works against staff expertise.

And so what about Gainesville? What does this have to do with anything? Shouldn't we be actively trying to KEEP him here?

Seems to me Mr Lazarus's only fault is having his own ideas.

Please vote against his firing.

Annie Wolock

Sent via cell phone. Please excuse any typos

----- Original message -----

From: "Eaton, Jack" <JEaton@a2gov.org>
Date: 2/18/20 3:45 PM (GMT-05:00)
To: Annie Wolock <[REDACTED]>
Subject: Re: H Lazarus

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:14 PM, Annie Wolock <[REDACTED]> wrote:

Hello city council

It's come to my attention you're planning to vote on firing our city administrator, apparently without cause, but for a political agenda.

This is a terrible idea. I'm asking you all to rethink this and just stop. Just stop.

Mr Lazarus is an asset to the city.

Annie Wolock

Sent via cell phone. Please excuse any typos

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Joshua Kay](#)
To: [Grand, Julie](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:25:27 PM

Thank you. This is very helpful. And very sad.

On Tue, Feb 18, 2020 at 4:23 PM Grand, Julie <JGrand@a2gov.org> wrote:

It was negotiated, but it was initiated by CMs coming forward saying they had at least 6 votes to terminate his contract. Howard did not want to leave.

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 4:19 PM
To: Grand, Julie <JGrand@a2gov.org>
Subject: Re: do NOT fire Howard Lazarus

Julie, a member of council just wrote to me intimating that this resolution simply codifies an agreement that Mr. Lazarus negotiated with council and therefore would want council to pass. The council member described it as a "separation agreement." The circumstances of the resolution do not suggest that this is accurate, but I thought I'd ask you (and have asked the council member in question), is what he describes accurate? Thank you. --Josh

On Tue, Feb 18, 2020 at 3:14 PM Grand, Julie <JGrand@a2gov.org> wrote:

Thank you, Josh. I appreciate and agree with you.

Julie

From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this

resolution.

Sincerely,
Joshua Kay

 A2 48103

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Joshua Kay

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Joshua Kay

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Joshua Kay

From: [Ackerman, Zach](#)
To: [Kate Remen-Wait](#)
Subject: Re: Don't fire Mr. Lazarus
Date: Tuesday, February 18, 2020 4:26:01 PM

Hi Kate,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: Kate Remen-Wait <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Don't fire Mr. Lazarus

Dear City Council members:

I just read there will be a last minute addition to the city council meeting to vote on firing City Administrator Howard Lazarus. I urge you NOT to vote for this. While I understand that some council members do not like Mr Lazarus when he presents them with facts that don't jibe with the policy they want to implement, the decision to fire him because he won't be a "yes man" is short sighted and shows a poor understanding of the position he was hired to fill (and, in my opinion, fills admirably.) If you take this action, the city will be the loser.

Sincerely,
Kate Remen-Wait
Resident of Ward 5

--

Kate Remen-Wait
pronouns: she/her/hers
[REDACTED]
Ann Arbor, MI 48103
[REDACTED]

From: [Vloet, Katie](#)
To: [Ackerman, Zach](#)
Subject: RE: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:27:35 PM

I will be watching!

FYI, in case you haven't seen this, Jack Eaton is sending this to people who are contacting him today (I'm assuming it's his default response and that he didn't write me an individual reply). It is written as if the firing is already final. I find it especially insulting that he took the opportunity to hint at a cause for the discharge, soiling Mr. Lazarus' name further with this implication:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. **While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action.** Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

From: Ackerman, Zach <ZAckerman@a2gov.org>
Sent: Tuesday, February 18, 2020 4:16 PM
To: Vloet, Katie <[REDACTED]>
Subject: Re: please don't fire Howard Lazarus

Hi Katie,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:39 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: please don't fire Howard Lazarus

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

Electronic Mail is not secure, may not be read every day, and should not be used for urgent or sensitive issues

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From: [Ackerman, Zach](#)
To: [Vloet, Katie](#)
Subject: Re: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:28:44 PM

Hi Katie,

It is a template. Someone else has already forwarded it back to City Council with some anger/confusion as well.

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 4:27 PM
To: Ackerman, Zach <ZAckerman@a2gov.org>
Subject: RE: please don't fire Howard Lazarus

I will be watching!

FYI, in case you haven't seen this, Jack Eaton is sending this to people who are contacting him today (I'm assuming it's his default response and that he didn't write me an individual reply). It is written as if the firing is already final. I find it especially insulting that he took the opportunity to hint at a cause for the discharge, soiling Mr. Lazarus' name further with this implication:

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It is notable that of all the applicants for the Gainesville administrator job, only our

Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

From: Ackerman, Zach <ZAckerman@a2gov.org>

Sent: Tuesday, February 18, 2020 4:16 PM

To: Vloet, Katie <[REDACTED]>

Subject: Re: please don't fire Howard Lazarus

Hi Katie,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

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Ann Arbor City Council
Ward 3

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From: Vloet, Katie <[REDACTED]>

Sent: Tuesday, February 18, 2020 3:39 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: please don't fire Howard Lazarus

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of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

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From: [Ackerman, Zach](#)
To: [Erich Zechar](#)
Subject: Re: No on DC-8
Date: Tuesday, February 18, 2020 4:29:06 PM

Hi Erich,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Erich Zechar <[REDACTED]>
Sent: Tuesday, February 18, 2020 11:15 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: No on DC-8

Hello council

I am a ward 2 resident and I urge you to vote NO on DC-8 tonight. I don't believe it is in our city's best interest to fire our capable and competent city administrator Howard Lazarus.

Huge personnel decisions like this should not be taken lightly, with full public disclosure of the reasoning behind them. Sneaking it in without demonstrating just cause as a last-minute addition to tonight's city council meeting is poor governance, and certainly has the appearance of political retribution.

I urge you to vote against this resolution.

Erich Zechar
[REDACTED]

From: [Greg Kovas](#)
To: [CityCouncil](#)
Subject: Regarding the Attempt to Fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:29:18 PM

My name is Greg Kovas, currently a resident of Ward 3. I want to note my opposition to the attempt to fire the city Administrator, a man who by all accounts does his job well and comports himself with dignity. There seems to be no legitimate reason to want him removed save the personal dislike of some of the council members, which reflects poorly on them and does a disservice to the people they claim to represent.

I strongly urge all members of the council to vote against this action.

Thank you,
-Greg Kovas

From: [Greg Kovas](#)
To: [CityCouncil](#)
Subject: Regarding the Attempt to Fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:29:19 PM

My name is Greg Kovas, currently a resident of Ward 3. I want to note my opposition to the attempt to fire the city Administrator, a man who by all accounts does his job well and comports himself with dignity. There seems to be no legitimate reason to want him removed save the personal dislike of some of the council members, which reflects poorly on them and does a disservice to the people they claim to represent.

I strongly urge all members of the council to vote against this action.

Thank you,
-Greg Kovas

From: [Joshua Kay](#)
To: [Eaton, Jack](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:29:54 PM

As a follow-up, Jack, did these negotiations happen to be initiated only once Mr. Lazarus was approached with the news that council had the votes to end his employment? If so, there's no indication that he wanted this to happen, and it doesn't speak to why a group of CM's would want him to go. In fact, I have heard from others who should be as knowledgeable as you that Mr. Lazarus did not want this to happen.

Just because city admins get discharged around the country doesn't mean that it's right to discharge *this* administrator. I remain squarely against this action by council. Mr. Lazarus should be retained.

Sincerely,
Joshua Kay

On Tue, Feb 18, 2020 at 3:45 PM Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

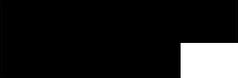
On Feb 18, 2020, at 3:03 PM, Joshua Kay < wrote:

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay

 A2 48103

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Joshua Kay

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

--

Joshua Kay

From: [Ackerman, Zach](#)
To: [Matt Catanzarite](#)
Subject: Re: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 4:31:01 PM

Hi Matt,

Thank you very much for your note. I am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Matt Catanzarite <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:52 PM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Resolution to fire City Administrator Howard Lazarus

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration". A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...
How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite



From: [Ackerman, Zach](#)
To: [REDACTED]
Subject: Re: Firing City Administrator Lazarus
Date: Tuesday, February 18, 2020 4:32:48 PM

Hi O'Brien's,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing City Administrator Lazarus

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien
[REDACTED]

From: [Ackerman, Zach](#)
To: [Ginny Rogers](#)
Subject: Re: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 4:33:59 PM

Hi Ginny,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Ginny Rogers <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:17 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I object to firing Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,
Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

From: [Ackerman, Zach](#)
To: [Scott Trudeau](#)
Subject: Re: City Administrator Termination
Date: Tuesday, February 18, 2020 4:34:15 PM

Hi Scott,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Scott Trudeau <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:22 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: City Administrator Termination

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

I understand some of you have been frustrated that City staff isn't sufficiently sycophantic to the bidding of Council. In my view, in every case that staff or Mr Lazarus has been attacked by Councilmembers, Mr Lazarus has supported his staff in acting with professional integrity. Under Lazarus, staff have based their recommendations rooted in their areas of expertise and upon the many policy goals and plans previously approved by Council. This doesn't mean I always think staff does the exact thing I would prefer or offers the perfect solution to any issue, but I do believe under Mr Lazarus leadership staff is both doing an excellent job and has

established a supportive culture of continual improvement at City Hall. I admire his steady, sober and effective leadership.

Furthermore, it is unreasonable & unethical to expect professional civil servants to recommend actions that will not achieve the goals also articulated by Council (or would violate legal obligations of the City). When the agreed upon policy goals & subsequent actions are misaligned, it is healthy that there is pushback on the actions from hired experts. This is exactly the kind of loyalty you should value: a loyalty to principle & policy goals, not to whatever is politically convenient to currently sitting elected officials.

This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau
Ward 1

From: [Ackerman, Zach](#)
To: [Susan Westhoff](#)
Subject: Re: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 4:34:36 PM

Hi Susan,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

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Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Susan Westhoff <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:38 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's agenda item regarding our city administrator

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has benefited from his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan Westhoff

Please excuse any brevity, sent from my mobile device

From: [Ackerman, Zach](#)
To: [Taylor, Christopher \(Mayor\)](#); [Brown, Stephen](#); [Grand, Julie](#)
Subject: Re: Council agenda item tonight to fire the City Administrator
Date: Tuesday, February 18, 2020 4:35:15 PM

Hi Stephen,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Sent: Tuesday, February 18, 2020 1:43 PM
To: Brown, Stephen <[REDACTED]> Grand, Julie <JGrand@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>
Subject: Re: Council agenda item tonight to fire the City Administrator

The proposal is to terminate without cause.

I value the Administrator's work and character; I will vote "no".

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

From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 11:22 AM
To: Grand, Julie <JGrand@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Subject: Council agenda item tonight to fire the City Administrator

Dear Chris, Julie, and Zach:

I was just alerted about this, which has engendered much concern among many of the citizens I interact with here in Ann Arbor. What gives? It seems to come out of the blue, and would impact the City's ability to move forward considering the time it would take to recruit a replacement. Moreover, it might become difficult to hire a qualified person, if there is insufficient justification for such a move.

I'll be busy tonight with a Sierra Club function. I hope for the best outcome, but I was not even aware that the Administrator's performance had been in question.

Best Regards,

Stephen C Brown

 (m)

"Knowledge consists in the search for truth... It is not the search for certainty. To err is human. All human knowledge is fallible and therefore uncertain. It follows that we must distinguish sharply between truth and certainty. That to err is human means not only that we must constantly struggle against error, but also that, even when we have taken the greatest care, we cannot be completely certain that we have not made a mistake... To combat the mistake, the error, means therefore to search for objective truth and to do everything possible to discover and eliminate falsehoods. This is the task of scientific activity. Hence we can say: our aim as scientists is objective truth; more truth, more interesting truth, more intelligible truth. We cannot reasonably aim at certainty." *Karl Popper*

From: [Dave Koziol](#)
To: [Nelson, Elizabeth](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 4:35:45 PM

Elizabeth,

I understand there is a motion on the agenda for tonight to end Howard Lazarus' service as city manager, and I'd like to ask you not to vote for this. I'm deeply concerned about City Council considering spending close to \$250,000 to end his service without cause. If there was cause, I'd be on board with this, but given the state wide shortage of city managers I fear this is heading us down a path towards chaos where we will go for a prolonged period of time without a city manager.

I don't feel this is a decision which should publicly come out of now where. The community should have time to discuss and consider the implications. If you aren't willing to vote against this, I would ask that you at least post pone the vote and have more dialog with the community about why we are considering this expensive change.

Thanks for your consideration,

Dave Koziol


Ann Arbor, MI 48108

From: [Ackerman, Zach](#)
To: [Corky W](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 4:36:00 PM

Hi Corky,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Corky W <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Ackerman, Zach](#)
To: [Julie Roth](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 4:37:03 PM

Hi Julie,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Lazarus firing

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster.

City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Ackerman, Zach](#)
To: [Kristen Nyht](#)
Subject: Re: Keep our City Administrator!
Date: Tuesday, February 18, 2020 4:37:20 PM

Hi Kristen,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Kristen Nyht <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Keep our City Administrator!

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Ackerman, Zach](#)
To: [Greg Kovas](#)
Subject: Re: Regarding the Attempt to Fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:37:52 PM

Hi Greg,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Greg Kovas [REDACTED]
Sent: Tuesday, February 18, 2020 4:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Regarding the Attempt to Fire Howard Lazarus

My name is Greg Kovas, currently a resident of Ward 3. I want to note my opposition to the attempt to fire the city Administrator, a man who by all accounts does his job well and comports himself with dignity. There seems to be no legitimate reason to want him removed save the personal dislike of some of the council members, which reflects poorly on them and does a disservice to the people they claim to represent.

I strongly urge all members of the council to vote against this action.

Thank you,
-Greg Kovas

From: [Ramlawi, Ali](#)
To: [Chris Grant](#)
Subject: Re: I like and respect Howard Lazarus and ...
Date: Tuesday, February 18, 2020 4:39:29 PM

Chris.

I appreciate your thoughts and email. Mr. Lazarus has made it clear to myself and others he doesn't want to be here.

This is not a decision I take lightly.

Warm regards
CM Ramlawi

Sent from my iPad

On Feb 18, 2020, at 4:01 PM, Chris Grant [REDACTED] > wrote:

I don't want him to leave unless he wants to.

On the other hand, I've seen toxic stuff happening in Council meetings and, well, maybe that's just the way it is. But I'm disappointed in you. Decent council members are a dime a dozen, but a decent city administrator is rare, and I'd have liked to see more effort on your part.

Chris Grant
5th ward

From: [Lumm, Jane](#)
To: [Evan](#)
Bcc: janelumm@comcast.net
Subject: RE: Council meeting 02/18/2020
Date: Tuesday, February 18, 2020 4:42:00 PM

Dear Mr. Lampe,

Thank you very much for taking the time to share your perspective and recommendation. Your perspective, particularly that of a lifelong Ann Arbor and Ward 2 resident is important to me. (I've lived in Ann Arbor for 43 years and ward 2 for 41 years, so you have me beat.)

As you likely understand, I am one of the sponsors of the resolution to terminate the contract with Mr. Lazarus, and apologize for my disappointing you with this recommendation given your support for Mr. Lazarus' remaining as City Administrator.

We share a mutual and deep sense of care about the direction and future path forward of our wonderful city, and I have personally spent a great deal of time and introspection assessing the needed forward direction and Mr. Lazarus' leadership prior to concluding that a change in leadership would benefit our community. In terms of the leadership concern, I will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did state that the new council majority was charting a different direction or path, and this made it difficult for him to serve and why, as well, he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that our elected officials strive to serve their constituents, and given that elections have consequences, in striving to represent the views and policies of our constituents, sometimes staff have a different perspective on policy direction. Public servants understand this dichotomy, and respect that setting policy is the purview of the election officials charged with this responsibility. In Ann Arbor's council-manager form of city government, Council sets policy and the Administrator leads the team in implementing the policy, and it's important for us to work together to be comfortable with and accepting of our roles and responsibilities.

I am hopeful that the path forward will be positive for the City and Mr. Lazarus, and thank you for reaching out to share your concerns.

If you'd like to discuss further, I'd be happy to meet with you at your convenience.

Thank you, again, for writing to share your perspective.

Kind regards, Jane

From: Evan [REDACTED]
Sent: Tuesday, February 18, 2020 11:46 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Council meeting 02/18/2020

Hello Coucil member Lumm,

I am a lifelong Ann Arbor resident, 53years, 43 years in Ward 2.

I know that our City Manager, Howard Lazarus is doing a fine job and want for him to continue to serve our city well, as he has since 2016.

Sincerely,

Evan G. Lampe

From: [Grand, Julie](#)
To: [Greg Kovas](#)
Subject: Re: Regarding the Attempt to Fire Howard Lazarus
Date: Tuesday, February 18, 2020 4:43:21 PM

Thank you, Greg. I completely agree with you.

Julie

From: Greg Kovas <[REDACTED]>
Sent: Tuesday, February 18, 2020 4:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Regarding the Attempt to Fire Howard Lazarus

My name is Greg Kovas, currently a resident of Ward 3. I want to note my opposition to the attempt to fire the city Administrator, a man who by all accounts does his job well and comports himself with dignity. There seems to be no legitimate reason to want him removed save the personal dislike of some of the council members, which reflects poorly on them and does a disservice to the people they claim to represent.

I strongly urge all members of the council to vote against this action.

Thank you,
-Greg Kovas

From: [Suzanne Perkins](#)
To: [CityCouncil](#)
Subject: Firing of the city administrator
Date: Tuesday, February 18, 2020 4:48:50 PM

I have spoken to many of you about my absolute disgust at CM Lumm and CM Eaton's resolution to fire the city administrator over personal grievances. We both can't afford to flush \$275K down the toilet nor can we afford to use our single vote majority to push through unpopular decisions without public comment, without cause and without reasonable notice.

I am hopeful that CM Nelson will show leadership for the environment and not let petty squabbles be the reason for rushed decisions costing the city money we argue weeks over normally. The council members voting yes to fire the hard working city administrator will rightfully end up looking like a bunch of children and I, for one, will be unable to support your re-elections.

Suzanne Perkins Ward 5

From: [Carol Lessure](#)
To: [Bannister, Anne](#)
Subject: Against no cause termination
Date: Tuesday, February 18, 2020 4:52:36 PM

Hi Anne:

I am one of your Ward 1 constituents. I just saw an Mlive article that said that the council just added onto their agenda a vote to separate from our current city administrator without cause.

I am opposed to this council vote and hope that despite differences, that our elected officials treat our civil servants with respect and consideration. The administrator is doing his job and has not done anything egregious to warrant an early separation.

There are costs associated with this move beyond the monetary cost of breaking the contact without cause. This move would be a blow to the city professional staff who seem to work with Mr. Lazarus well, especially the talented civil servants he has hired, and such a move would also make it difficult to attract talented civil servants here - especially taking the top spot.

Please vote against this late addition to your meeting agenda.

Your constituent,
Carol A. Lessure



From: [Julie Roth](#)
To: [Eaton, Jack](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 4:54:09 PM

Mr. Eaton,

Your email makes it sound as though this is a mutual decision. Clearly, it is not. Mr. Lazarus is doing excellent work supporting and advising our A2Zero initiative and the timing of this could not be worse.

If I recall, it was you that urged council to not only adopt the declaration of climate emergency, but to speed up the resolution to become carbon neutral, from 2035 to 2030. At your direction, we have been working diligently and feverishly on this plan. Mr. Lazarus is a very important member of this team and this effort. Firing him at this point would seriously impact our progress.

This “separation” as you call it, IS unusual. And the way it is being handled is the *opposite* of transparent.

I have never aligned myself with any “faction” on council. I have never voted for or against anyone based on a single vote or issue. I have always worked well with whomever represented me, and I’ve always been very appreciative of those who choose to serve. My request to reconsider is not a political one.

Please reconsider.

Julie

On Feb 18, 2020, at 3:31 PM, Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging “cause” for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways.

This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:54 PM, Julie Roth
<[REDACTED]> wrote:

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Lori Roddy](#)
To: [CityCouncil](#); [Lori Bennett Stein](#)
Subject: Resolution regarding Howard Lazarus
Date: Tuesday, February 18, 2020 4:56:33 PM

Dear City Council -

I would like to express my deep concern for the resolution put forward for tonight's city council meeting to terminate Howard Lazarus for insubordinate actions.

Three years ago Howard Lazarus reached out to personally connect and understand how to support our Black youth. Over the past few years, we have worked together as partners to build the Futurecorps program, an innovative workforce development partnership to truly transform our young people's lives. I have worked with his entire city administration team and experienced city staff demonstrating high quality work and commitment under Howard's administration.

Howard has shown himself to be a high-level administrator who has led a team to make commitments to serve our youth of color, work in partnership with community organizations, and lead our city in carbon neutrality efforts. I hope that these efforts should not easily be dismissed even if he disagrees with council actions.

I urge city council to **not** vote tonight on such an important decision without being far more transparent about the causes for his removal.

With appreciation,

Lori

[Lori Roddy](#)
Executive Director

[Neutral Zone](#) | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

From: [Meredith Bruckner](#)
To: [Smith, Chip](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 4:57:46 PM

Hi Chip,

Thank you for the reply. I would be happy to see your statement following the meeting.

Do you have time tomorrow afternoon to speak on the phone?

All the best,
Meredith

From: Smith, Chip <ChSmith@a2gov.org>
Sent: Tuesday, February 18, 2020 3:55 PM
To: Meredith Bruckner <mbruckner@wdiv.com>
Subject: Re: City Council interview with A4

Meredith, I'd be happy to do an interview following tonight's meeting. I am not supporting the firing of the city administrator. I'll also have a statement that I'll release immediately following the meeting.

Best,
Chip

Sent from my iPhone

On Feb 18, 2020, at 11:11 AM, Meredith Bruckner <mbruckner@wdiv.com> wrote:

Hi Chip,

I am the producer of Local 4 News' site [All About Ann Arbor](#) and I'd like to ask you a few questions about tonight's resolution to terminate Howard Lazarus' employment.

Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor

From: [Carol Lessure](#)
To: [Hayner, Jeff](#)
Subject: Against no cause termination
Date: Tuesday, February 18, 2020 4:59:42 PM

Hi Jeff:

As one of your Ward 1 constituents, I urge you to vote against the resolution that would lead to the termination of our current city administrator without cause.

I hope that despite differences, that our elected officials can treat our civil servants with respect and consideration. The administrator is doing his job and has not done anything egregious to warrant an early separation.

While there are monetary costs of breaking the employment contact without cause, such a move is far more costly than just dollars. It would be a blow to the city professional staff who seem to work with Mr. Lazarus well, especially the talented civil servants he has hired. Plus, such a move would also make it difficult to attract talented civil servants to work for the city of Ann Arbor, especially taking the top spot. Who would want to be our City Administrator after such an action?

I hope you will vote against this late addition to your meeting agenda.

With gratitude for your public service,

Carol A. Lessure
[REDACTED], 48015

From: [Smith, Chip](#)
To: [Meredith Bruckner](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 5:00:00 PM

Yes. I'm free before 4 pm and would be happy to talk

Sent from my iPhone

On Feb 18, 2020, at 4:57 PM, Meredith Bruckner <mbruckner@wdiv.com> wrote:

Hi Chip,

Thank you for the reply. I would be happy to see your statement following the meeting.

Do you have time tomorrow afternoon to speak on the phone?

All the best,
Meredith

From: Smith, Chip <ChSmith@a2gov.org>
Sent: Tuesday, February 18, 2020 3:55 PM
To: Meredith Bruckner <mbruckner@wdiv.com>
Subject: Re: City Council interview with A4

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Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News | ClickOnDetroit

From: [Nelson, Elizabeth](#)
To: [Jennifer Fike](#)
Subject: RE: City Administrator
Date: Tuesday, February 18, 2020 5:03:00 PM

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Jennifer Fike <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:50 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: City Administrator

Dear Councilmember Nelson,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [David Frye](#)
To: [CityCouncil](#)
Subject: proposed firing of City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 5:03:23 PM

Hello,

I just heard (via Nextdoor) of the plan to fire Ann Arbor City Administrator Howard Lazarus.

Hoping I am not too late to weigh in -- and this is the first time in 34 years that I have written to Council about any city matter -- I just want to express my extreme displeasure with this development.

Why the rush? Why fire a civil servant without cause?

Please reconsider, and PLEASE DO NOT CARRY OUT THIS UNJUSTIFIABLE FIRING.

(With apologies for the all-caps!)

Sincerely,
David Frye


Ann Arbor

From: [Nelson, Elizabeth](#)
To: [Suzanne Perkins](#)
Subject: RE: firing of the city administrator
Date: Tuesday, February 18, 2020 5:04:00 PM

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Suzanne Perkins [REDACTED]
Sent: Tuesday, February 18, 2020 3:52 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: firing of the city administrator

Dear Elizabeth,

I am writing because I was appalled to see that Jack and Jane Lumm plan to fire the city administrator today. I hope that you will be among the votes not to waste \$275k of the city's budget and put net zero behind petty bickering. It is time for you to stand up and show some leadership on climate. We can not afford to waste progress because of perceived slights and then not be able to higher someone because we have a reputation (rightly won) for being a group of bickering children. I have a lot of respect for your and Jeff's independence from Jack on climate and affordable housing and I would like to see you demonstrate it tonight. This resolution is the height of bad governance.

Regards,

Suzanne Perkins, Ph.D., Lecturer
University of Michigan
1257 East Hall
530 Church Street

suzanneperkinsphd.com

From: [Nelson, Elizabeth](#)
To: [Dave Koziol](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 5:05:00 PM

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Dave Koziol [REDACTED]
Sent: Tuesday, February 18, 2020 4:36 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: Howard Lazarus

Elizabeth,

I understand there is a motion on the agenda for tonight to end Howard Lazarus' service as city manager, and I'd like to ask you not to vote for this. I'm deeply concerned about City Council considering spending close to \$250,000 to end his service without cause. If there was cause, I'd be on board with this, but given the state wide shortage of city managers I fear this is heading us down a path towards chaos where we will go for a prolonged period of time without a city manager.

I don't feel this is a decision which should publicly come out of now where. The community should have time to discuss and consider the implications. If you aren't willing to vote against this, I would ask that you at least post pone the vote and have more dialog with the community about why we are considering this expensive change.

Thanks for your consideration,

Dave Koziol
[REDACTED]
Ann Arbor, MI 48108

From: [Ginny Rogers](#)
To: [Ackerman, Zach](#)
Subject: Re: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 5:06:45 PM

I will definitely be paying close attention to the vote!

On Tue, Feb 18, 2020 at 4:33 PM Ackerman, Zach <ZAckerman@a2gov.org> wrote:

Hi Ginny,

Thank you very much for your note. I too am shocked and appalled by this action, which I only learned of this weekend. Unfortunately, this represents a broad trend of unprofessional, erratic, and unethical behavior from some City Council colleagues.

Watch the results of the vote carefully!

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: Ginny Rogers <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:17 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I object to firing Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our

carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,
Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter
Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter
Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

From: [Lyssa Alexander](#)
To: [CityCouncil](#)
Subject: Regarding Howard Lazarus
Date: Tuesday, February 18, 2020 5:09:57 PM

Hello,

I am a life long Ann Arbor resident and a business owner in the city. I vehemently oppose the firing of City Administrator Howard Lazarus. I am deeply disturbed by the eleventh hour way this is being handled in addition and will be keeping these votes in mind when we go to the ballots in the upcoming election.

Sincerely,
Lyssa Alexander

From: [Tricia Jones](#)
To: [Ramlawi, Ali](#)
Subject: Don't fire Lazarus
Date: Tuesday, February 18, 2020 5:10:39 PM

MR Ramlawi,

This message is to tell you that I disagree with your plan to fire city manager Howard Lazarus.

In the MLive article you are quoted as saying that 3 to 4 years is a long tenure for a city manager, implying it is too long. (Note that Lazarus was in his previous job for 8 years.) Do you really think it makes sense to train a new city manager every 3 to 4 years? Since you are a business owner, I would think you would value longevity and seek to avoid employee turnover.

Firing him without cause will cost a tremendous amount of money, estimates of at least \$275,000. In the mlive article you state it is not "personal", but what egregious blunders has the Administrator committed that make it reasonable to spend over a quarter of a million to fire him? I suspect it is personal. Some CMs clearly don't like that he sticks up for city employees when CMs make baseless attacks on their work during meetings.

I doubt this will change your mind but I wanted to let you know that I am a constituent and a regular voter and I disagree with your decision.

Tricia Jones
West Washington St

From: [Luke Petersen](#)
To: [Bannister, Anne](#)
Subject: Please keep Howard Lazarus!
Date: Tuesday, February 18, 2020 5:11:07 PM

Good evening Anne,

I just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this. The city administrator job is a tough one and everyone will not always agree. But my experience with Howard has been positive. I appreciate his expertise and guidance on the Gelman Dioxane plume, the DTE/Broadway site, and other environmental and city planning issues. He brings a fair and rationale perspective and strategy to city issues and tries to be proactive.

I have also seen how disruptive this change can be to the city. I've been in AA 30 years and so have seen past turnovers with city administrators and councils quest to find someone who pleases all. It costs a lot of money, puts too many issues and actions on hold, and usually doesn't result in anyone better.

Thanks for your consideration,
Luke Petersen in Kerrytown

From: [Tricia Jones](#)
To: [Smith, Chip](#)
Subject: Don't fire Lazarus
Date: Tuesday, February 18, 2020 5:12:29 PM

Mr Smith,

I have heard that Lynn and Eaton plan to fire the city manager, and that you oppose this effort. Thank you for opposing it. There is no reason to spend more than a quarter million dollars to get rid of someone for what appears to be personality clashes rather than just cause.

Tricia Jones
Ward 5 voter

From: [Ian Ogden](#)
To: [Ramlawi, Ali](#)
Cc: [Smith, Chip](#); [Taylor, Christopher \(Mayor\)](#)
Subject: Re: I Support Howard Lazarus
Date: Tuesday, February 18, 2020 5:12:31 PM

| at the next Council meeting on 2/24?

Pardon me; I see a City Council meeting is scheduled this evening (2/18).

This leaves the public no time to process and consider the act of firing our city administrator. Barring significant misconduct, this feels wholly inappropriate.

On Tue, Feb 18, 2020 at 5:09 PM Ian Ogden <[REDACTED]> wrote:

Hello, Councilmember Ramlawi,

I was quite shocked to learn (only this afternoon) that a resolution will be introduced soon (at the next Council meeting on 2/24?) to terminate Mr. Lazarus' employment. I'm afraid I don't have time to write at length, but I do not currently support this in any way, shape or form. Further, I will not vote for any councilmember who supports Mr. Lazarus' termination.

I hope this can be delayed so the public can be better informed on this significant action.

Regards,
Ian Ogden
[REDACTED]

From: [Luke Petersen](#)
To: [Hayner, Jeff](#)
Subject: Please keep Howard Lazarus on!
Date: Tuesday, February 18, 2020 5:13:03 PM

Good evening Jeff,

I just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this. The city administrator job is a tough one and everyone will not always agree. But my experience with Howard has been positive. I appreciate his expertise and guidance on the Gelman Dioxane plume, the DTE/Broadway site, and other environmental and city planning issues. He brings a fair and rationale perspective and strategy to city issues and tries to be proactive.

I have also seen how disruptive this change can be to the city. It costs a lot of money, puts too many issues and actions on hold, and usually doesn't result in anyone better.

Thanks for your consideration,
Luke in Kerrytown

From: [Frances Foley](#)
To: [Nelson, Elizabeth](#)
Subject: Do not vote to fire Lazarus
Date: Tuesday, February 18, 2020 5:13:41 PM

Sent from my iPad

From: [Dina Kurz](#)
To: [Bannister, Anne](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 5:15:22 PM

Hi Anne,

Per this [article](#), I understand that City Council will be voting on the future of Howard Lazarus with Ann Arbor. As a new member of the third Ann Arbor Citizen's Academy which began in January, I have found Mr. Lazarus to be a dedicated and passionate public servant who is committed to the A2Zero effort which I believe you co-sponsored.

I urge you to vote No on any effort to prematurely terminate his contract.

Many thanks.

Dina Kurz



From: [Stephen Colby Brown](#)
To: [Eaton, Jack](#)
Subject: Re: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 5:17:54 PM

Thanks Jack-let's hope for the best going forward. Anything less than a unanimous vote looks like it was a political, not a performance issue, and can generate much more heat than light.

Steve

Scbrown- from my iPhone

On Feb 18, 2020, at 3:31 PM, Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:43 PM, Stephen Colby Brown
< wrote:

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

1) City performance seems to be improving since Mr. Lazarus came

on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?

2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?

3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.

4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.

5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

[REDACTED]
Ann Arbor, MI 48104

[REDACTED] (m)

"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the affections colour and infect the understanding."

Francis Bacon, Novum Organum XLIX. 1620

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Luis Vazquez](#)
To: [CityCouncil](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 5:18:11 PM

There is absolutely no reason for Council to take the action of severing Howard Lazarus. Jack Eaton and Jane Lumm should be ashamed. Some of you may even be in violation of the Open Meetings Act, and should be investigated for such corrupt behavior. It was Jane Lumm and Jack Eaton who created a hostile work environment for Howard Lazarus by: 1) Not informing the City Administrator immediately when they received information from a City Staffer that the Human Resources Manager had texted her co-worker that she felt like taking a gun to work and "Blowing up City Hall". 2) Neither Lumm nor Eaton contacted the Police Department with a "red flag alert", which could have endangered City Staff and visitors of all kinds to City Hall, if Ms Wilkerson had been deranged enough to carry out such a threat. 3) Lumm and Eaton then had Howard investigated, wasting over \$100,000 of Ann Arbor taxpayer money, and which led to the conclusion that Mr Lazarus could not know what he had not been informed of. It is my opinion that Eaton and Lumm should resign, and that any CM who votes for Howard Lazarus's removal should be questioned vigorously, and then removed from office in the next election. This is disgraceful politics.

I don't need any phony form letter replies from Elizabeth Nelson or Jack Eaton, so spare yourself the clicks.

Luis Vazquez
[REDACTED]
Ann Arbor, MI

From: [Kathy Fojtik Stroud](#)
To: griswoldkj@gmail.com; elizabethnelson@mac.com; [Bannister, Anne](#)
Subject: Fwd: What do you think?
Date: Tuesday, February 18, 2020 5:18:18 PM

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 18, 2020 at 4:17:02 PM EST
To: Kathy Stroud [REDACTED]
Subject: What do you think?

Posted on Facebook by Ned Staebler:

Here's the deal. Jane Lumm, Cm Jack Eaton, CM Ali Ramlawi, Anne Bannister, Elizabeth Nelson, and Kathy Griswold have been trying for several years to micromanage staff at the city to promote their own 'anti-people' pro-car' agenda. In public, they have belittled the dedicated, hard-working, talented staff that makes our city run, repeatedly implying that they - a group of retirees, lawyers and falafel salesmen- knew how to do community development, urban planning, and basically run a city better than a professional staff with decades of experience.

When Howard Lazarus did his job, advocating for fact-based, responsible governance and defended his overworked and under-appreciated staff, they began smear campaigns against him. They took every opportunity to undermine him and repeatedly investigated him in search of an excuse to remove him and replace him with someone more pliant.

That failed. They couldn't find a single justifiable reason to fire him 'for cause' so here we are... They are willing to waste \$225,000 of our taxes to get him to go away so they can hire someone who will do their bidding.

Undoubtedly, no qualified candidate would be willing to work for this Council, which means the city will be in limbo for an indeterminate time.

This is not the leadership we deserve. There are excellent candidates running to replace these Councilmembers. Hit me in the DM if you want to support them.

From: [Suzanne Perkins](#)
To: [Nelson, Elizabeth](#)
Subject: Re: firing of the city administrator
Date: Tuesday, February 18, 2020 5:18:29 PM

I appreciate the individual email Elizabeth. I understand that you got barraged and that you sent the same email to a bunch of people. However if you can't explain a party line vote (or faction line) then I don't see how you can feel comfortable with it being the right thing. It is not.

Regards,

Suzanne Perkins, Ph.D., Lecturer
University of Michigan
1257 East Hall
530 Church Street

suzanneperkinsphd.com

On Feb 18, 2020, at 5:04 PM, Nelson, Elizabeth [REDACTED] > wrote:

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Suzanne Perkins <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:52 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: firing of the city administrator

Dear Elizabeth,

I am writing because I was appalled to see that Jack and Jane Lumm plan to fire the city administrator today. I hope that you will to be among the votes not to waste \$275k of the city's budget and put net zero behind petty bickering. It is time for you to stand up and show some leadership on climate. We can not afford to waste progress because of perceived slights and then not be able to higher someone because we have a reputation (rightly won) for being a group of bickering children. I have a lot of respect for your and Jeff's independence from Jack on climate and affordable housing and I would like to see you demonstrate it tonight. This resolution is the height of bad governance.

Regards,

Suzanne Perkins, Ph.D., Lecturer
University of Michigan

1257 East Hall
530 Church Street

suzanneperkinsphd.com

From: [Kate Rooney](#)
To: [CityCouncil](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 5:18:34 PM

Hello,

I am writing again as I was just informed of the last minute resolution introduced to fire Howard Lazarus. I am appalled by the way this is being handled, without time for input or recourse. I have heard nothing but positive things about the city administrator and hope that this resolution will not be passed. I vehemently oppose the firing of City Administrator Howard Lazarus and will be keeping these votes in mind in the upcoming election.

Sincerely,

Kate Rooney

From: [Stephen Colby Brown](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 5:20:19 PM

Ms. Nelson-Thanks for the reply. Let's hope for the best going forward.

Steve

Scbrown- from my iPhone, текст, пожалось

On Feb 18, 2020, at 3:31 PM, Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:43 PM, Stephen Colby Brown
< wrote:

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual

Reports. What specific actions or events have provoked Council's abrupt concern?

2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?

3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.

4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.

5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

[REDACTED]
Ann Arbor, MI 48104

[REDACTED] (m)

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Francis Bacon, Novum Organum XLIX. 1620

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Jennifer Fike](#)
To: [Nelson, Elizabeth](#)
Subject: Re: City Administrator
Date: Tuesday, February 18, 2020 5:20:21 PM

What is your justification for your position?

On Tue, Feb 18, 2020 at 5:03 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Jennifer Fike <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:50 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Subject: City Administrator

Dear Councilmember Nelson,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As a former city employee and Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [Lumm, Jane](#)
To: [Stephen Colby Brown](#)
Bcc: janelumm@comcast.net
Subject: RE: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 5:21:00 PM

Dear Stephen,

Thank you for taking the time to thoughtfully share your concerns and perspective about the proposal to terminate the employment contract with the City Administrator. I will try my best to address your legitimate timing concerns.

In terms of the date of separation, this was an agreed upon date with the City Administrator. The resolution and severance agreement were placed on the agenda in a manner and time consistent with Mr. Lazarus' request and recommendation provided at last week's Council Administration Committee meeting. The timing of placement comports with Mr. Lazarus' request. Also, the severance agreement required final approval of the City Attorney, Mr. Lazarus and Mr. Lazarus' attorney, and the final version was provided last evening. As soon as it was provided, I provided council and requested that it be placed on Legistar for public view.

The severance agreement includes a non-disparagement clause, so I will limit my explanation of the "causes" that have led me and a majority of my colleagues to conclude that the best interests of the city would be served by a change in leadership and a new direction. I will just share that this recommendation, which I fully understand is not what you would advise, has been arrived at with much thought and introspection by all councilmembers, and, while some of us have had the opportunity to share concerns about leadership and the direction of city with Mr. Lazarus in his prior performance evaluations, recent weeks have offered new councilmembers the first opportunity to formally share their performance feedback with the Administrator. While these most recent performance reviews have not been shared with us, and it is at Mr. Lazarus' formal request that we not proceed with finalizing this year's performance review, this process has allowed many of my colleagues to focus their attention to shared concerns about the direction of the City under Mr. Lazarus' leadership.

And, if I may, I'd like to try to address your concerns within your message below. (See my comments in red.)

I am hopeful that the path forward will be positive for the City and Mr. Lazarus short and long terms, and thank you, Stephen, for thoughtfully reaching out to share your concerns.

I would be happy to meet with you to further discuss your concerns about this recommendation and any city matter.

Kind regards, Jane

From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:44 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: Termination of City Administrator for no cause?

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

- 1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?

The City's financial position is strong and this year's revenue growth (attributable to greater than inflationary growth in property taxes, the additional revenue generated by the County Public Safety and Mental Health millage, downtown development tax growth, increase in state grant funding for fire protection, state revenue sharing increases, etc.) has, by orders of magnitude, significantly exceeded prior years' and decades' of revenue growth. Yet, the city now projects a recurring General Fund deficit of \$5M in FY2025. We have yet to demonstrate an ability and discipline to balance recurring and one-time expenditures and revenues – our current expenditure recommendations are not sustainable long-term.

There is not any one precipitating event that brought us to this point – it has been building over time, and has become a more apparent leadership challenge since the last local election. This, too, was acknowledged and noted by Mr. Lazarus in his application for the Gainesville City Manager position.

- 2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. Given a General Fund recurring deficit of \$5M, I believe it is imprudent and fiscally irresponsible to continue to present budgets that spend every available dollar “to satisfy all parties” when the City faces a looming deficit. I've heard that City staff has been burdened by an inordinate number of FOIA requests (the FOIA requests are generated by the general public, and not generated by Council) during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?
- 3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? In Ann Arbor, the council-manager form of city government establishes (by Charter) that Council sets policy and the Administrator leads the team in implementing the policy. I agree that we must be comfortable with and respectful of our mutual roles and responsibilities. The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.

4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.

5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

[REDACTED]

Ann Arbor, MI 48104

[REDACTED] (m)

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Francis Bacon, Novum Organum XLIX. 1620

From: [squizok 42](#)
To: [Ramlawi, Ali](#)
Subject: Council Vote on Mr. Lazarus
Date: Tuesday, February 18, 2020 5:21:19 PM

Dear Mr. Ramlawi,

As one of your 5th ward constituents (on N. Maple Ave), I write in concern of tonight's Council vote regarding the firing of Administrator Lazarus.

Mr. Lazarus has been a strong, positive influence throughout our community and I am appalled that this snap resolution has presented itself in such an unexpected way.

I implore you to vote against the firing of Mr. Lazarus. I was happy to support you in the last election, but given the questionable actions you've taken during your term, voting to fire Mr. Lazarus will ensure I do not support you in the next election. This is a staggering proposal, and especially considering the lack of reason for firing, I cannot support any council member who votes in favor of such drastic disregard for a respectable, responsible, and professional administrator such as Mr. Lazarus.

Thank you for your time.

From: [Orest mykolenko](#)
To: [Ramlawi, Ali](#)
Subject: Regarding resolution to fire City Administrator - why no advance notice?
Date: Tuesday, February 18, 2020 5:27:33 PM

Hello Council member Ali Ramlawi,

I'm opposed to what appears to be a last minute maneuver with little public comment and little notice to fire the City Administrator. Regardless, you run a fine business.

Thank you.

Orest Mykolenko

From: [Barbara Lucas](#)
To: [Eaton, Jack](#); [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 5:28:47 PM

Are you sure Howard isn't being forced out? There are a lot of people who support his support of sustainability initiatives. It could create a lot of hard feelings if he's forced to leave, and the ensuing turmoil will only further delay progress towards our climate goals.
Barbara

On Feb 18, 2020, at 3:24 PM, Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

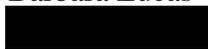
Best wishes,
Jack Eaton

On Feb 18, 2020, at 10:36 AM, Barbara Lucas
< wrote:

Dear Mayor and Council,

I hear that tonight you will be discussing a proposal to replace our city administrator. For the record, with the information that the public has currently, I definitely would not support such an action.

Sincerely,

Barbara Lucas


Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Bannister, Anne](#)
To: [Stroud, Kathy](#); [Griswold, Kathy](#); [Nelson, Elizabeth](#); [Hayner, Jeff](#)
Subject: Re: What do you think?
Date: Tuesday, February 18, 2020 5:31:30 PM

Hi Kathy! At this point it is a personnel matter and Councilmembers probably shouldn't be sharing our position, so as to protect the City from a lawsuit. But during/after the meeting tonight, I hope that Council as a group, with help from the City Attorney, will agree on a press release or what further information we can share.

People seem worried that if Howard leaves, the climate action initiatives go with him, and I want everybody to know that our work in this area continues with or without him!

Thanks!!!

Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

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Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Kathy Fojtik Stroud <[REDACTED]>
Sent: Tuesday, February 18, 2020 5:18 PM
To: griswoldkj@gmail.com <griswoldkj@gmail.com>; elizabethnelson@mac.com <elizabethnelson@mac.com>; Bannister, Anne <ABannister@a2gov.org>
Subject: Fwd: What do you think?

Sent from my iPhone

Begin forwarded message:

From: [REDACTED]
Date: February 18, 2020 at 4:17:02 PM EST
To: Kathy Stroud <[REDACTED]>
Subject: What do you think?

Posted on Facebook by Ned Staebler:

Here's the deal. Jane Lumm, Cm Jack Eaton, CM Ali Ramlawi, Anne Bannister, Elizabeth Nelson, and Kathy Griswold have been trying for several years to

micromanage staff at the city to promote their own 'anti-people' pro-car' agenda. In public, they have belittled the dedicated, hard-working, talented staff that makes our city run, repeatedly implying that they - a group of retirees, lawyers and falafel salesmen- knew how to do community development, urban planning, and basically run a city better than a professional staff with decades of experience.

When Howard Lazarus did his job, advocating for fact-based, responsible governance and defended his overworked and under-appreciated staff, they began smear campaigns against him. They took every opportunity to undermine him and repeatedly investigated him in search of an excuse to remove him and replace him with someone more pliant.

That failed. They couldn't find a single justifiable reason to fire him 'for cause' so here we are... They are willing to waste \$225,000 of our taxes to get him to go away so they can hire someone who will do their bidding.

Undoubtedly, no qualified candidate would be willing to work for this Council, which means the city will be in limbo for an indeterminate time.

This is not the leadership we deserve. There are excellent candidates running to replace these Councilmembers. Hit me in the DM if you want to support them.

From: [Taylor, Christopher \(Mayor\)](#)
To: [Lazarus, Howard](#)
Subject: Fw: Resolution regarding Howard Lazarus
Date: Tuesday, February 18, 2020 5:33:16 PM

FYI

From: Lori Roddy <lori@neutral-zone.org>
Sent: Tuesday, February 18, 2020 4:57 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lori Bennett Stein <[REDACTED]>
Subject: Resolution regarding Howard Lazarus

Dear City Council -

I would like to express my deep concern for the resolution put forward for tonight's city council meeting to terminate Howard Lazarus for insubordinate actions.

Three years ago Howard Lazarus reached out to personally connect and understand how to support our Black youth. Over the past few years, we have worked together as partners to build the Futurecorps program, an innovative workforce development partnership to truly transform our young people's lives. I have worked with his entire city administration team and experienced city staff demonstrating high quality work and commitment under Howard's administration.

Howard has shown himself to be a high-level administrator who has led a team to make commitments to serve our youth of color, work in partnership with community organizations, and lead our city in carbon neutrality efforts. I hope that these efforts should not easily be dismissed even if he disagrees with council actions.

I urge city council to **not** vote tonight on such an important decision without being far more transparent about the causes for his removal.

With appreciation,

Lori

[Lori Roddy](#)
[Executive Director](#)
[Neutral Zone](#) | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

From: [Sam Firke](#)
To: [CityCouncil](#)
Subject: Pull the resolution to dismiss the city administrator
Date: Tuesday, February 18, 2020 5:33:44 PM

Adding this item to the agenda with no advance notice is shameful. It's like something from a GOP-dominated lame duck session where bills that the sponsors know are unpopular are passed with as little discussion as possible.

There appears to be no urgent matter that precipitated this. If that's the case, this resolution needs further time for the public's consideration and input. If you are serious about representing the public interest, please postpone it to a future meeting - and vote "no" if it comes to a vote tonight.

Sincerely,

Sam Firke
Ward 5

From: [Sam Firke](#)
To: [CityCouncil](#)
Subject: Pull the resolution to dismiss the city administrator
Date: Tuesday, February 18, 2020 5:33:45 PM

Adding this item to the agenda with no advance notice is shameful. It's like something from a GOP-dominated lame duck session where bills that the sponsors know are unpopular are passed with as little discussion as possible.

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Sincerely,

Sam Firke
Ward 5

From: [REDACTED]
To: [CityCouncil](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 5:34:36 PM

Good Evening,

I just received this text from a neighbor:

[Very disturbed to hear that some members of our city council want to put through a rush vote tonight for terminating our city administrator with "no cause."
https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html](#) Sounds very Trumpian

This is disturbing. I thought Ann Arbor was above this sort of behavior. This all sounds like a battle between opposing council members. The city administrator should not be in the middle of that. AA must have a review process. If the city administrator has not met his expected performance than HR should be able to address that.

Thanks for considering.

Debb

Sent from [Mail](#) for Windows 10

From: [Stroud, Kathy](#)
To: [Bannister, Anne](#)
Cc: [Griswold, Kathy](#); [Nelson, Elizabeth](#); [Hayner, Jeff](#)
Subject: Re: What do you think?
Date: Tuesday, February 18, 2020 5:35:19 PM

Anne, Kathy, Liz and Jeff, personnel issues are so delicate. I hope Councilmembers will finish what they start. Best Wishes, Kathy Stroud. [REDACTED]

Sent from my iPhone

On Feb 18, 2020, at 5:31 PM, Bannister, Anne <ABannister@a2gov.org> wrote:

Hi Kathy! At this point it is a personnel matter and Councilmembers probably shouldn't be sharing our position, so as to protect the City from a lawsuit. But during/after the meeting tonight, I hope that Council as a group, with help from the City Attorney, will agree on a press release or what further information we can share.

People seem worried that if Howard leaves, the climate action initiatives go with him, and I want everybody to know that our work in this area continues with or without him!

Thanks!!!
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

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From: Kathy Fojtik Stroud <[REDACTED]>
Sent: Tuesday, February 18, 2020 5:18 PM
To: griswoldkj@gmail.com <griswoldkj@gmail.com>; elizabethnelson@mac.com <elizabethnelson@mac.com>; Bannister, Anne <ABannister@a2gov.org>
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From: [Kathy Fojtik Stroud](#)
To: [Bannister, Anne](#)
Cc: [Griswold, Kathy](#); [Nelson, Elizabeth](#); [Hayner, Jeff](#)
Subject: Re: What do you think?
Date: Tuesday, February 18, 2020 5:35:20 PM

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Anne Bannister
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cell: 734-945-1639
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This is not the leadership we deserve. There are excellent candidates running to replace these Councilmembers. Hit me in the DM if you want to support them.

From: [Liisa Lusk](#)
To: [CityCouncil](#)
Subject: Mr. Lazarus
Date: Tuesday, February 18, 2020 5:35:46 PM

Hello City Council,

I am alarmed to hear of today's resolution to remove our City Administrator without cause. I am finding it hard to believe that such a decision would be made without giving the public an opportunity to comment.

I urge the city council to refuse to vote on this resolution until our community can understand and comment on reasons for Mr. Lazarus' termination.

Sincerely,

Liisa Lusk
Ward 5

From: [Bannister, Anne](#)
To: [REDACTED]
Subject: Re: City Administrator
Date: Tuesday, February 18, 2020 5:35:48 PM

Hi -- Which Debb is this? Thanks, Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

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Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: [REDACTED]
Sent: Tuesday, February 18, 2020 5:34 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: City Administrator

Good Evening,

I just received this text from a neighbor:

[Very disturbed to hear that some members of our city council want to put through a rush vote tonight for terminating our city administrator with "no cause."](https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html)
<https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html> Sounds very Trumpian

This is disturbing. I thought Ann Arbor was above this sort of behavior. This all sounds like a battle between opposing council members. The city administrator should not be in the middle of that. AA must have a review process. If the city administrator has not met his expected performance than HR should be able to address that.

Thanks for considering.

Debb

Sent from [Mail](#) for Windows 10

From: [Evelyn Hollenshead](#)
To: [Ramlawi, Ali](#)
Subject: Don't fire Lazarus!
Date: Tuesday, February 18, 2020 5:36:11 PM

Dear Councilmember Ramlawi,

I'm writing to ask you to reconsider your decision to fire Howard Lazarus. I'm one of your constituents and find him to be an excellent administrator. I found your explanation in Mlive for why you would vote for this to be totally baffling. He's already been in the position for a few years so you have to fire him now? With only a few hours notice and no time to get public input? If there is something more serious going on, you should have the faith and honesty to let your constituents know. If that's not the case, then this looks like a petty power grab by Eaton and Lumm and I'm dishearten that you would go along with it.

Thanks,
Evelyn Hollenshead

From: [Daniel Rubenstein](#)
To: [CityCouncil](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 5:36:51 PM

I am registering my strong objection to terminating Howard Lazarus tonight. This merits further discussion with the public. It cannot be so bad that he cannot be retained through his contract, saving taxpayers over a quarter of a million dollars. Particularly because you admit it is without cause.

Sincerely,

Daniel Rubenstein
[REDACTED] Ann Arbor, MI 48103

From: [Stephen Colby Brown](#)
To: [Lumm, Jane](#)
Subject: Re: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 5:37:21 PM

Thanks Jane, for this sufficiently detailed explanation! Let's all hope for the best going forward. The grass is always greener on the other side of the hill-I wasn't aware that the City Administrator had applied for another position. I'm eager to hear more, by and by, about how Council expects to address the long term problems to our community posed by the University's growth.

Best Regards,

Steve
Scbrown- from my iPhone

On Feb 18, 2020, at 5:21 PM, Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Stephen,

Thank you for taking the time to thoughtfully share your concerns and perspective about the proposal to terminate the employment contract with the City Administrator. I will try my best to address your legitimate timing concerns.

In terms of the date of separation, this was an agreed upon date with the City Administrator. The resolution and severance agreement were placed on the agenda in a manner and time consistent with Mr. Lazarus' request and recommendation provided at last week's Council Administration Committee meeting. The timing of placement comports with Mr. Lazarus' request. Also, the severance agreement required final approval of the City Attorney, Mr. Lazarus and Mr. Lazarus' attorney, and the final version was provided last evening. As soon as it was provided, I provided council and requested that it be placed on Legistar for public view.

The severance agreement includes a non-disparagement clause, so I will limit my explanation of the "causes" that have led me and a majority of my colleagues to conclude that the best interests of the city would be served by a change in leadership and a new direction. I will just share that this recommendation, which I fully understand is not what you would advise, has been arrived at with much thought and introspection by all councilmembers, and, while some of us have had the opportunity to share concerns about leadership and the direction of city with Mr. Lazarus in his prior performance evaluations, recent weeks have offered new councilmembers the first opportunity to formally share their performance feedback with the Administrator. While these most recent performance reviews have not been shared with us, and it is at Mr. Lazarus' formal request that we not proceed with finalizing this year's performance review, this process has allowed many of my colleagues to focus their attention to shared concerns about the direction of the City under Mr. Lazarus'

leadership.

And, if I may, I'd like to try to address your concerns within your message below. (See my comments in red.)

I am hopeful that the path forward will be positive for the City and Mr. Lazarus short and long terms, and thank you, Stephen, for thoughtfully reaching out to share your concerns.

I would be happy to meet with you to further discuss your concerns about this recommendation and any city matter.

Kind regards, Jane

From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:44 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Termination of City Administrator for no cause?

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

<!--[if !supportLists]-->1) <!--[endif]-->City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?

The City's financial position is strong and this year's revenue growth (attributable to greater than inflationary growth in property taxes, the additional revenue generated by the County Public Safety and Mental Health millage, downtown development tax growth, increase in state grant funding for fire protection, state revenue sharing increases, etc.) has, by orders of magnitude, significantly exceeded prior years' and decades' of revenue growth. Yet, the city now projects a recurring General Fund deficit of \$5M in FY2025. We have yet to demonstrate an ability and discipline to balance recurring and one-time expenditures and revenues – our current expenditure recommendations are not sustainable long-term.

There is not any one precipitating event that brought us to this point – it has been building over time, and has become a more apparent leadership challenge since the last local election. This, too, was acknowledged and noted by Mr. Lazarus in his application for the Gainesville City Manager

position.

2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. **Given a General Fund recurring deficit of \$5M, I believe it is imprudent and fiscally irresponsible to continue to present budgets that spend every available dollar "to satisfy all parties" when the City faces a looming deficit.** I've heard that City staff has been burdened by an inordinate number of FOIA requests **(the FOIA requests are generated by the general public, and not generated by Council)** during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?

3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? **In Ann Arbor, the council-manager form of city government establishes (by Charter) that Council sets policy and the Administrator leads the team in implementing the policy. I agree that we must be comfortable with and respectful of our mutual roles and responsibilities.** The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.

4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.

5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

██████████
Ann Arbor, MI 48104

██████████ (m)
██████████

"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the affections colour and infect the understanding."

Francis Bacon, Novum Organum XLIX. 1620

From: [dave fanslow](#)
To: [Hayner, Jeff](#); [Bannister, Anne](#)
Subject: NO on City Administrator firing!
Date: Tuesday, February 18, 2020 5:37:51 PM

Please don't go along with this scheme. It looks shady AF with no given cause and the standing mystery of the police chief. Justify this on a non political basis, with transparency, or vote no!

Dave Fanslow



Ann Arbor

From: [Dina Kurz](#)
To: [Hayner, Jeff](#)
Subject: Voting no on move to fire Howard Lazarus
Date: Tuesday, February 18, 2020 5:39:50 PM

Hi Jeff,

Per this [article](#), I understand that City Council will be voting on the future of Howard Lazarus with Ann Arbor. As a new member of the third Ann Arbor Citizen's Academy which began in January, I have found Mr. Lazarus to be a dedicated and passionate public servant who is committed to the A2Zero effort and keeping Ann Arbor a liveable and vibrant award-winning city.

I urge you to vote No on any effort to prematurely terminate his contract.

Many thanks.

Dina Kurz



From: [Matthew Miller](#)
To: [CityCouncil](#)
Subject: I oppose measures to remove the city administrator
Date: Tuesday, February 18, 2020 5:43:25 PM

Dear Council,

I am a resident of the Fifth Ward, and wish to express that I do not support measures recently proposed to fire City Administrator Howard Lazarus. Mr. Lazarus has executed his duties faithfully, I do not believe it would be in the city's best interest to remove him from his position. Moreover, I am concerned that the last minute nature of this proposal is an attempt to avoid public scrutiny on this action. If the council decides to go forward with removing Mr. Lazarus, I will certainly remember this when it comes time to vote.

Sincerely,

Matthew Miller

From: [Linda Diane Feldt](#)
To: [CityCouncil](#)
Cc: [Lazarus, Howard](#)
Subject: tonight's action on city admin
Date: Tuesday, February 18, 2020 5:43:30 PM

Dear City Council member and Mayor,

I am a ward five voter. I have known of Mr. Lazarus' work for many years, and have been impressed with his knowledge and dedication to Ann Arbor for all of that time. For the last three years he has served as a non-voting member of the Transportation Commission, which I chaired for three years. His insights and contributions have been timely, proven right over time, and extremely helpful for the commission. I'm sure that is just one of many groups that would be left struggling if he were to be suddenly removed. He is also in a leadership role for all of the city employees, who deserve far better treatment and also stability.

The move to remove him is especially irresponsible when you consider the time it would take to find and recruit a new administrator. We would also be a city now known for a hostile environment, for firing a city administrator without cause. The costs for paying the severance fee and delays in many projects and plans should also be considered.

Setting policy and working with the City Administrator are two of the most important roles of Council. To abruptly fire the administrator with so little notice, with no reason, and without evidence of how Council has worked to resolve differences is the worst management possible. You are not representing fiduciary responsibility, open transparent government, or representing the wishes of constituents.

I am deeply disturbed by this proposed action and certainly hope that reason will prevail. Please do not plunge Ann Arbor into a chaotic difficult time - a well thought out debate, involving the public, demonstrating what remedies have been tried and what can still be done is action I can respect. This blind side to so many of us who care about progress and the day to day details of running the city is a stunningly bad idea.

Thank you for your consideration. I apologize for this email being so late in the day, but that is also the point. I just found out about this ten minutes ago. Nowhere near enough time to have a chance for real input. And I strive to be well informed.

Linda Diane Feldt

From: [Anthony Pinnell](#)
To: [CityCouncil](#)
Subject: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you
Date: Tuesday, February 18, 2020 5:45:20 PM

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104
tel.: +
e-mail:

From: [Jeff Gaynor](#)
To: [Lumm, Jane](#)
Subject: Re: Please keep Howard
Date: Tuesday, February 18, 2020 5:48:22 PM

Thank you, Jane, for responding.

I do understand the council has the authority to hire and fire the administrator. The roles and responsibilities of the School Board and the Council are similar in this regard.

While I understand you disagree with Howard over policy direction, can you give examples when he has not followed through on the policy City Council has set?

-Jeff

On Tue, Feb 18, 2020 at 2:35 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thank you, Jeff.

We have given this much thought, and have come to the conclusion that a change in leadership would best serve the City.

From what you describe, I am concluding that the roles and responsibilities of school board members and the Superintendent differ from that of Council and the City Administrator. Per the City Charter, it is the City Council's authority and responsibility, not the City Administrator's, to set policy. As acknowledged by the City Administrator in his application for the Gainesville position, he takes a different view on the policy direction that the 2018 election set, and while that is his personal prerogative, we all are here to serve our constituents and if that means taking the City in policy directions with which one disagrees, that remains the purview and responsibility of the elected officials.

We have given this much thought and due diligence, and have decided to recommend this action to best serve our City's short and long-term interests.

Thank you for taking the time to reach out to share your thoughts and concerns.

All best, Jane

From: Jeff Gaynor <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:14 PM
To: Lumm, Jane <JLumm@a2gov.org>; Kathy Griswold <griswoldkj@gmail.com>
Subject: Please keep Howard

Dear Jane and Kathy,

As my City Council reps I have a duty to let you know that I find Howard Lazarus to be conscientious, thoughtful and dedicated. It will be a grave mistake, practically (and I feel, politically) to dismiss him.

After the Nov. 2018 elections, the School Board majority 'flipped' as well, and there was some discussion of replacing our Superintendent. As much as we disagreed with some of her policies and performance, we put the interests of the district ahead of our own political agenda. I advise the council to do the same.

Regards,

Jeff Gaynor

[REDACTED]

Ann Arbor, MI 48105

From: [Daniela Kister](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Subject: Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus
Date: Tuesday, February 18, 2020 6:00:47 PM

Dear Council Member Ramlawi,
Dear Council Member Smith,

I urge you to vote to keep Mr. Lazarus as our City Administrator this evening.

There seems to be no cause for Mr. Lazarus' termination, and removing him from his position after his years of dedicated service would be a disgrace to our City and everything we (claim to) stand for. I appreciate that there may be differences between Council and the City Administrator. However, I expect my elected officials to respect and protect City staff, and to resolve difficulties in a constructive, professional manner.

Dismissing a person because ideas don't align is not a sign of strength - it is a weakness, and a very dangerous one. I am proud to live in a City that values diversity and encourages residents to voice their opinions. We should require no less from our City staff; we should embrace our differences and work to find common denominators.

I do not know Mr. Lazarus personally, but he strikes me as a knowledgeable, hard-working, and dedicated professional, who exhibits integrity and fairness. I expect the same from my elected officials.

Thank you.

Daniela Kister
[REDACTED]
Ann Arbor, MI 48103

Email: [REDACTED]
Phone: [REDACTED]

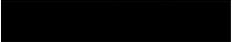
From: [eileen.spring](#)
To: [Smith, Chip](#)
Subject: Please Protect our City Administrator
Date: Tuesday, February 18, 2020 6:01:40 PM

Hi Chip,

I find it appalling that Council would pass a resolution terminating our Administrator without cause. I know you will exercise good judgment and integrity and I am sending my support.

Thank you.

Eileen Spring

, Ann Arbor, MI 48103

From: [REDACTED]
To: [Ramlawi, Ali](#)
Cc: [Sandro Cinti](#)
Subject: Please use your wise mind
Date: Tuesday, February 18, 2020 6:02:17 PM

Dear Councilman Ramlani,

My husband and I live in the 5th Ward and strongly oppose firing Howard Lazarus without cause. Not only is such an act provocative and expensive for us, the taxpayers, but the behind-closed-door way it's been publicized goes against every aspect of democracy I and my family and neighbors cherish.

Please stop and think before you sign on to something so impulsive, vindictive and ill-advised. If you and your colleagues don't like the laws, then please help to change them. Look to change the City Master Plan, not vilify devoted public servants who are abiding by the law.

With gratitude for your consideration,

Billie Ochberg, MSW and Sandro Cinti, MD
[REDACTED]

Sent from my iPad.

From: [Judy Stone](#)
To: [CityCouncil](#)
Cc: [Lazarus, Howard](#)
Subject: firing, seriously?
Date: Tuesday, February 18, 2020 6:31:35 PM

Council members,

I would like to express my objection that a majority of Council members think it is appropriate to spring an agenda item at the last minute, especially one of such consequence. Although Mr. Lazarus' contract may have a firing without cause, clause, why would such a consequential decision be made with zero transparency? If it can't stand the light of day and public discussion and review, that suggests hidden and political motives.

I expect more from responsible leadership and transparency from Council members.

Judy Stone

From: [Meredith Bruckner](#)
To: [Smith, Chip](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 6:40:34 PM

Thank you. I will plan on calling between 2 and 3pm.

What's a good phone number for you?

All the best,
Meredith

Sent from my iPhone

On Feb 18, 2020, at 5:00 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Yes. I'm free before 4 pm and would be happy to talk

Sent from my iPhone

On Feb 18, 2020, at 4:57 PM, Meredith Bruckner
<mbruckner@wdiv.com> wrote:

Hi Chip,

Thank you for the reply. I would be happy to see your statement following the meeting.

Do you have time tomorrow afternoon to speak on the phone?

All the best,
Meredith

From: Smith, Chip <ChSmith@a2gov.org>
Sent: Tuesday, February 18, 2020 3:55 PM
To: Meredith Bruckner <mbruckner@wdiv.com>
Subject: Re: City Council interview with A4

Meredith, I'd be happy to do an interview following tonight's meeting. I am not supporting the firing of the city administrator. I'll also have a statement that I'll release immediately following the meeting.

Best,
Chip

Sent from my iPhone

On Feb 18, 2020, at 11:11 AM, Meredith Bruckner
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Hi Chip,

I am the producer of Local 4 News' site [All About Ann Arbor](#) and I'd like to ask you a few questions about tonight's resolution to terminate Howard Lazarus' employment.

Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News | ClickOnDetroit

From: [Brian Fenech](#)
To: [Lazarus, Howard](#)
Subject: Re: Traffic Engineer Review Times
Date: Tuesday, February 18, 2020 6:41:00 PM

Thank you, Howard.

I wish you the best. Not this nonsense.

Respectfully,

Brian Fenech
The Law Office of Brian P. Fenech, PLLC.
PO Box 2088
Ann Arbor, MI 48106
bpfenech@Fenech-Law.com
M: [\(313\) 645-2771](tel:(313)645-2771)
F: [\(734\) 786-0719](tel:(734)786-0719)

***Notice from The Law Office of Brian P. Fenech, PLLC.: This Internet message may contain information that is privileged, confidential, and exempt from disclosure. It is intended for use only by the person to whom it is addressed. If you have received this in error, please (1) do not forward or use this information in any way; and (2) contact me immediately. Neither this information block, the typed name of the sender, nor anything else in this message is intended to constitute an electronic signature unless a specific statement to the contrary is included in this message.

On Feb 18, 2020, at 7:09 AM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

Dear Mr. Fenech:

Thank you for both raising your concerns and recognizing the quality of staff we have. I will talk to Mr. Hupy to see what are the causes of any delays, and ask that he communicate back to you.

Howard S. Lazarus
City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Brian Fenech <bpfenech@fenech-law.com>

Sent: Monday, February 17, 2020 2:38 PM

To: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>

Subject: Traffic Engineer Review Times

Good Afternoon Gentlemen,

I hope you are both well. I feel it is necessary to bring to your attention my dissatisfaction with the traffic engineers require time for Certificates of Occupancy for SEU projects. Even though a project I was working on received SEU approval from the Planning Commission and there were no conditions of any type that we're traffic related, my client has to wait one week longer past the etrakit completion date to get final approval from the traffic engineers. There was literally nothing for traffic to review, yet it languished there for weeks and held up a project's opening to great financial loss. This is not the first time that I've encountered this exact problem for the same department. Had this been the only time I would have chalked it up to a snafu, but I now see that this is a pattern.

I am very familiar with staff at Larcom and they are mostly exemplary. This situation, however, I feel is beneath the standard I would expect.

Respectfully,

Brian Fenech

The Law Office of Brian P. Fenech, PLLC.

[PO Box 2088](#)

[Ann Arbor, MI 48106](#)

bpfenech@Fenech-Law.com

M: [\(313\) 645-2771](tel:(313)645-2771)

F: [\(734\) 786-0719](tel:(734)786-0719)

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From: [Ilene Tyler](#)
To: [Alan Haber](#); [Meghan Musolf](#); [John Haines](#); [Hayner, Jeff](#); [Smith, Chip](#); [Miles Klapthor](#); [Seyfarth, Heather](#); [Hannah Boettcher](#); [Dean Yang](#); [Carolyn Loh](#); [Ann Dilcher](#)
Subject: Recommendations
Date: Tuesday, February 18, 2020 6:47:01 PM

Meghan and others,

The subgroup of Ann, John, and Norm met for 1-1/2 hours on Tuesday to have their group's final discussion regarding the Final Report. For the sake of efficiency during our last Task Force meeting, we have synthesized our discussion into a series of motions that we hope can be taken up at Wednesday's meeting. We would be glad to explain further reasoning for each of these motions if requested.

Because of the last-minute nature of these suggested revisions, we feel it is better to share them as a group as an email.

Motion: The Recommendation on the Library Block partners should read as follows:

"The City Administrator should invite a group of representatives with a direct interest in the Library Block to meet regularly (semi-annually). The group would discuss how to provide long-term support for the design, development and funding for the Center of the City and its public spaces. Invitations should be limited to one representative from the following groups: Downtown Development Authority, Ann Arbor District Library, Historic District Commission, University of Michigan Credit Union, First Martin Corporation, Council of the Commons, Denali residents, and Library Block business owners."

Recommendation 4 should incorporate 4.1, but not 4.2. Recommendation 4 should read as follows:

"Authorize physical planning of the Library Block and its public spaces as a priority under the city's Master Plan."

An Action Step for this Recommendation should be added to read:

"Hire a design firm to create a conceptual/preliminary physical plan for the Library Block and its public spaces that meets the Vision and Goals of this Final Report."

Recommendation 4.2 should become Recommendation #5, with the appropriate Action Steps included.

In summary, the sequence of the Recommendations should be as follows:

Recommendation 1: Establish the Council of the Commons.

Recommendation 2: Convene regular meetings of the Library Block partners group.

Recommendation 3: Remove parking from top of the parking structure and provide planning and programming for its use through the Council of the Commons.

Recommendation 4: Coordinate long-term planning for the Library Block.

Recommendation 5: Negotiate potential agreements and easements for future expansion.

Each Recommendation should have a party designated to have primary responsibility for its implementation. Suggested parties include:

Recommendation 1: City Council

Recommendation 2: City Administrator

Recommendation 3: Downtown Development Authority (initial physical improvements) and Council of the Commons (Planning and Programming)

Recommendation 4: Planning Commission

Recommendation 5: City Council

Motion: Add this phrase to list of Visions:

“Respectful of historic character”

Motion: Remove from Action Steps on redesign of parking structure:

“Install indoor public restrooms.”

Submitted, 18 February

Ann, John, and Norm

From: [Smith, Chip](#)
To: [Meredith Bruckner](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 6:47:47 PM

734-709-2022. That's my cell.

Sent from my iPhone

On Feb 18, 2020, at 6:40 PM, Meredith Bruckner <mbruckner@wdiv.com> wrote:

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What's a good phone number for you?

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Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News | ClickOnDetroit

From: [Amy Klinke](#)
To: [CityCouncil](#)
Subject: keep the administrator
Date: Tuesday, February 18, 2020 6:48:58 PM

it is so confusing that a council would consider firing an administrator for doing his job. if you voted to remove him, we should vote to remove you

From: [Nancy Stone](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Subject: Please pause on Resolution number 20-0308
Date: Tuesday, February 18, 2020 6:51:33 PM

To: Councilmembers Ramlwali and Smith, 5th Ward
Re: Resolution 20-0308 to terminate City Administer

I have just learned of this last-minute addition to tonight's City Council meeting. This action without substantiation worries me as appearing unprofessional and creating long-term damage to the City of Ann Arbor's ability to recruit future highly-qualified administrators.

If an employee exhibits a clear breach of contract, irreconcilable lack of good judgement, or engagement in illegal activities then it seems the clear offense should be acknowledged and a request for resignation is appropriate. The inappropriate behavior needs to be clearly identified as an example of what actions are not tolerated. (Within a unionized environment, I recall that it takes three, officially-recorded missteps to permit a firing, unless a specific action was clearly illegal.)

Ann Arbor's municipal structure is designed to have a strong administrator and weaker mayor and council--who have the ability to over-rule the administrator by majority vote. The resulting dynamics requires elected officials to have lively discussions and disagreements, but to set policy and directions as a group and not as factions. I don't agree with all of Mr Lazarus's decisions, but feel that he brings a lot of thoughtful, respectful experience to the city's management.

Mr Lazarus's seeming delay in taking action against the former HR director's documented racism was troubling. His vision for the city's sustainability directions are inspiring. I have personally found him to be thoughtful and supportive of Council directives, even when Council changed the city's initial recommendations.

Firing someone without clear cause creates confusion for the entire staff and community. I sense that future key administrative candidates will feel reluctant to join an organization that appears to be impulsive, vindictive, and impetuous.

I hope you don't support this resolution as written but look to resolve conflicts within Council (if that is where the discontent arises) or clarify expectations from the current (and future) administrators.

Thank you for considering these comments.

Sincerely, Nancy Stone, Ward 5, [REDACTED]

From: [Jinny Potter](#)
To: [CityCouncil](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 6:54:17 PM

Dear Council,

I was and am still incensed at learning of CM Eaton & Lumm's resolution to terminate Howard Lazarus' employment as City Administrator. I expect to be informed of why such a crucial decision was made behind closed doors, for the absurd reason of firing someone "without cause". Please explain yourselves.

Despite numerous instances of unproductive conflict amongst council members, I have always found Howard Lazarus to be professional, steady, and absolutely dedicated to serving Ann Arbor. When watching City Council meetings with my nine year old son, I cringe at some of the theatrics of storming off and pettiness displayed by some members of this City Council. But I never have to explain away Howard Lazarus' behavior. He has been steadfast in representing his staff and the thankless work they do for Ann Arbor. It boggles my mind how Howard Lazarus is the one who is being pushed out.

It is unacceptable to fire Mr. Lazarus "without cause." If you are unable to articulate a cause, why would we put the City in this position? I am curious what assurances Council plans on telling the next candidate for City Administrator. I cannot begin to imagine how one would want to put themselves in such a high-profile position that can be terminated so easily without cause.

I am distressed that this resolution was presented, and I implore you to vote NO. A vote supporting this absolutely terrible resolution will not only upend all of the good work our City has done, but has a very real danger of setting a reckless precedent that will discourage talented professionals from serving.

Sincerely,
Jinny Potter
Ward 2

--

Sent from Gmail Mobile

From: [Jinny Potter](#)
To: [CityCouncil](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 6:54:17 PM

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Sincerely,
Jinny Potter
Ward 2

--

Sent from Gmail Mobile

From: [Oliver Kiley](#)
To: [Nelson, Elizabeth](#)
Subject: Please Do Not Fire Howard Lazarus
Date: Tuesday, February 18, 2020 6:59:22 PM

Dear council member Nelson,

As a life long Ann Arbor resident, I employs you not to support the vote to remove Howard Lazarus.

Howard has been a transforming and effective figure in Ann Arbor, helping to guide defensible, sound, and rational decision making across the city. He is an effective leader who challenges the status quo and pushes us all towards making Ann Arbor the best it can.

Please do not support his removal.

Thank you from a ward 4 citizen.

~Oliver Kiley

From: [Matt Toschlog](#)
To: [Nelson, Elizabeth](#); [Eaton, Jack](#)
Subject: City Administrator vote
Date: Tuesday, February 18, 2020 6:59:53 PM

Councilmembers Nelson and Eaton,

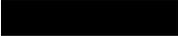
I would have liked to send this email more in advance of tonight's meeting, but I only just became aware of this issue.

I was alarmed when I learned a few minutes ago that there will a vote tonight on dismissing the City Manager. Doing so would be a serious action, and adding it to the agenda at the last minute is a violation of transparency that deprives Ann Arbor voters of their ability to comment.

Had I known in advance of this issue, I might have come to CM Nelson's Coffee Hours on Sunday, or to the Council Caucus that evening. Or I might have signed up to speak at the meeting. But now the council seems prepared to make a decision that will cost the city hundreds of thousands of dollars with no voter input.

At the very least council should postpone this vote until the next meeting. Making a decision tonight would be a serious breach of trust.

Thank you,

Matt Toschlog


From: [Lumm, Jane](#)
To: [Jeff Gaynor](#)
Subject: Re: Please keep Howard
Date: Tuesday, February 18, 2020 7:00:58 PM

Jeff, council, not the Administrator sets policy. I can provide many examples. Meeting about to start, I apologize, and look forward to continuing this conversation. Thank you, Jane

Sent from my iPhone

On Feb 18, 2020, at 5:48 PM, Jeff Gaynor <[REDACTED]> wrote:

Thank you, Jane, for responding.

I do understand the council has the authority to hire and fire the administrator. The roles and responsibilities of the School Board and the Council are similar in this regard.

While I understand you disagree with Howard over policy direction, can you give examples when he has not followed through on the policy City Council has set?

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We have given this much thought and due diligence, and have decided to recommend this action to best serve our City's short and long-term interests.

Thank you for taking the time to reach out to share your thoughts and concerns.

All best, Jane

From: Jeff Gaynor <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:14 PM
To: Lumm, Jane <JLumm@a2gov.org>; Kathy Griswold <griswoldkj@gmail.com>
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After the Nov. 2018 elections, the School Board majority 'flipped' as well, and there was some discussion of replacing our Superintendent. As much as we disagreed with some of her policies and performance, we put the interests of the district ahead of our own political agenda. I advise the council to do the same.

Regards,

Jeff Gaynor

[REDACTED]

Ann Arbor, MI 48105

From: [Meredith Bruckner](#)
To: [Smith, Chip](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 7:01:06 PM

Perfect. Speak tomorrow!

Sent from my iPhone

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734-709-2022. That's my cell.

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Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News |
ClickOnDetroit

From: [Carol Cotter](#)
To: [CityCouncil](#)
Subject: Howard Lazarus
Date: Tuesday, February 18, 2020 7:17:05 PM

Please vote to retain Mr. Lazarus as Administrator. He has done managed this city well and deserves to serve out the rest of his contract.

Removing him will cost the city an unnecessary expense.

Sent from my iPad

From: [REDACTED]
To: [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Don't fire city administrator
Date: Tuesday, February 18, 2020 8:23:07 PM

Please Keep the city administrator.

Best, Jon Engelbert

[REDACTED]

Sent from my iPhone

From: [Jeanne Horvath](#)
To: [Grand, Julie](#)
Subject: Resolution to fire the city administrator
Date: Tuesday, February 18, 2020 8:57:56 PM

Ms Grand,
I strongly oppose the motion to fire the city administrator, Howard Lazarus. He is competent well regarded professional who has been poorly treated by the council majority.

Jeanne Horvath

Ann Arbor 48104

Sent from my iPad

From: [Jeanne Horvath](#)
To: [Ackerman, Zach](#)
Subject: Resolution to fire city administrator
Date: Tuesday, February 18, 2020 8:58:29 PM

Mr Ackerman ,
I strongly oppose the motion to fire the city administrator, Howard Lazarus. He is competent well regarded professional who has been poorly treated by the council majority.

Jeanne Horvath

Ann Arbor 48104

Sent from my iPad

From: [Corky W](#)
To: [Eaton, Jack](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Tuesday, February 18, 2020 9:24:04 PM

If you think I buy your wash of this, you're nuts. This is bullshit.

On Tue, Feb 18, 2020, 3:31 PM Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 1:54 PM, Corky W <[REDACTED]> wrote:

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Lloyd Goldsmith](#)
To: [CityCouncil](#)
Subject: Vote to Remove City Administrator
Date: Tuesday, February 18, 2020 9:47:57 PM
Attachments: [Re Ann Arbor Police Breath Alcohol Testing Device.msg](#)

Hello --

I'm writing regarding tonight's vote to fire the city administrator without cause for unstated reasons.

I find it appalling that you would center anyone but the community in your decision. I heard many calls for respecting Howard Lazarus, and none for respecting the community. We have a right to know how our city is being run, and you denied us that based on some perverse sense of collegiality. It's deeply disturbing that you think transparency costs around \$300k of our money, which serves as a reminder to us all of how easily many of you can be bought.

I hope that every single one of you who prefers backroom deals to transparent, open air processes loses your seat, and the respect of your neighbors. It is the least that you deserve.

Please also find attached a prior communication regarding AAPD's Breath Alcohol Testing Devices, which has not yet been resolved. If you are going to be derelict in your duties as a body, I suppose consistency is admirable, but I wish you were committed to improving the city instead.

All my best,

Lloyd Goldsmith

From: Lloyd Goldsmith [REDACTED]
To: Lumm, Jane [JLumm@a2gov.org]
CC: Bannister, Anne [ABannister@a2gov.org]; Request For Information Chief Cox [RFIPolice@a2gov.org]
Subject: Re: Ann Arbor Police Breath Alcohol Testing Device
Date: Monday, February 10, 2020 22:35:01

Hey there --

Unsurprisingly, I haven't heard anything back about this. Have you been able to reach resolution on this matter, or have you chosen to neglect your responsibility to ensure the police are accountable to citizens?

Thanks!

Lloyd

On Mon, Jan 20, 2020 at 6:06 AM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Anne and Mr. Goldsmith,

I apologize for not responding previously. Mr. Goldsmith, when I received your inquiry, I forwarded it to the AAPD Police Chief for his information. He informed me that the Police were looking into this, and would provide further information to council. On their initial look into this, yet to be confirmed, they did not believe the City utilized this type of breathalyzer.

We will provide the information when it is provided us, and thank you for your patience.

Best regards, Jane Lumm

Sent from my iPhone

On Jan 19, 2020, at 8:20 PM, Bannister, Anne <ABannister@a2gov.org> wrote:

Dear Lloyd Goldsmith,

Please accept my apologies that Council has not responded yet. I'm forwarding your question to the AAPD for their response.

If you don't hear back in a timely fashion, please let me know.

Thanks,

Anne Bannister

Ward One Council Member

734-945-1639

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From: Lloyd Goldsmith <[REDACTED]>
Sent: Thursday, January 16, 2020 11:51 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Re: Ann Arbor Police Breath Alcohol Testing Device

Hello --

Just following up on this!

Do the Ann Arbor Police use Datamaster DMT breath alcohol testing devices supplied by Intoximeters Inc.? If so, what steps is city council planning on requiring the police and courts to pursue to halt their use and rectify all judgments made in error due to fraud?

As a gentle, friendly reminder, if the court that you control the funding of doesn't aggressively pursue justice in this matter, every day that someone suffers

needlessly under the yoke of a sentence that was the result of fraud is your fault and you are personally responsible for causing irreparable harm to victims, their families, their friends, and their communities.

Thanks!

Lloyd

they/them

On Tue, Jan 14, 2020 at 11:22 AM Lloyd Goldsmith <[REDACTED]> wrote:

Hello --

I'm reaching out because of a news story I read today regarding the Michigan State Police suspending use of Datamaster DMT breath alcohol testing devices supplied by Intoximeters Inc., found here <https://apnews.com/5efb893fc9f85c96da6612cd413e0135>.

Do the Ann Arbor Police use these devices? If so, what steps is city council planning on requiring the police and courts to pursue to halt their use and rectify all judgments made in error due to fraud?

Thank you,

Lloyd

they/them

From: [Lloyd Goldsmith](#)
To: [CityCouncil](#)
Subject: Vote to Remove City Administrator
Date: Tuesday, February 18, 2020 9:47:58 PM
Attachments: [Ann Arbor Police Breath Alcohol Testing Device.eml.msg](#)

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To: Lumm, Jane [JLumm@a2gov.org]
CC: Bannister, Anne [ABannister@a2gov.org]; Request For Information Chief Cox [RFIPolice@a2gov.org]
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Ward One Council Member

734-945-1639

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they/them

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Do the Ann Arbor Police use these devices? If so, what steps is city council planning on requiring the police and courts to pursue to halt their use and rectify all judgments made in error due to fraud?

Thank you,

Lloyd

they/them

From: [REDACTED]
To: [Ali Ramlawi](#); [Smith, Chip](#); [Lumm, Jane](#)
Subject: Re: Termination of Howard
Date: Tuesday, February 18, 2020 10:04:47 PM

RIDICULOUS!

Ali & Jane, Thank you for opening my eyes to how poorly you are managing our City. The firing of Howard, without cause is not only a poor financial move for our City, but also a petty little attempt to control more than you are chartered to do. There needs to be a balance in our government, which you just destroyed. Very Trump like of you.

I will now be part of the faction to make sure you do not get reelected and to hold you accountable for your actions when they do not represent the values of our community.

Thank you Chip for being the adult in the room.

Kelly Schwartz

On Tuesday, February 18, 2020, 12:37:19 PM EST, Kelly <[REDACTED]> wrote:

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

From: [Ackerman, Zach](#)
To: [Stanton, Ryan](#)
Cc: [Grand, Julie](#); [Smith, Chip](#)
Subject: An Open Letter to Ann Arbor
Date: Tuesday, February 18, 2020 10:06:37 PM
Attachments: [An Open Letter to Ann Arbor.pdf](#)
[An Open Letter to Ann Arbor.docx](#)

Hi Ryan,

Thank you for all you do. Please find attached an open letter to the residents of Ann Arbor co-authored by me, Council Member Grand, and Council Member Smith. The letter and the message contained summarize the sentiments felt by all three of us, both about the termination of Howard Lazarus and the broader trend it represents.

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive

channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

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Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: [Sandy Aldrich](#)
To: [Lumm, Jane](#)
Cc: [Rein, Michael \(U of M\)](#); [Kevin J. Bohnsack](#); [Griswold, Kathy](#); [Berman, Harvey](#); [Andrea Darden](#); [Kate Delaney](#); [Susan Bowers](#); [Kim Pitts](#); [Linh Song](#); [Henry Love](#)
Subject: Re: NEA2CC engagement with UM
Date: Tuesday, February 18, 2020 10:10:13 PM

I will take this off line with you.

On Tue, Feb 18, 2020, 2:55 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not receive until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again, consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we are strive to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me [REDACTED] to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <[REDACTED]> Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBerman@bodmanlaw.com>; Andrea Darden <[REDACTED]> Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors

on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ...

and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your

valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,

Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <Kevin.J.Bohnsack@BODMANLAW.COM>
Cc: Kate Delaney <Kate.Delaney@BODMANLAW.COM>, Susan Bowers <Susan.Bowers@BODMANLAW.COM>, Sandy Aldrich <Sandy.Aldrich@BODMANLAW.COM>, Kim Pitts <Kim.Pitts@BODMANLAW.COM>, Linh Song <Linh.Song@BODMANLAW.COM>, Henry Love <Henry.Love@BODMANLAW.COM>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all, After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <Andrea.Darden@BODMANLAW.COM>, Kevin J. Bohnsack <Kevin.J.Bohnsack@BODMANLAW.COM>
Cc: Kate Delaney <Kate.Delaney@BODMANLAW.COM>, Susan Bowers <Susan.Bowers@BODMANLAW.COM>, Sandy Aldrich <Sandy.Aldrich@BODMANLAW.COM>, Kim Pitts <Kim.Pitts@BODMANLAW.COM>, Linh Song <Linh.Song@BODMANLAW.COM>, Henry Love <Henry.Love@BODMANLAW.COM>, Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.

I don't know if a date has been set yet.

Harvey W. Berman
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My biography on bodmanlaw.com

Bodman is a Corp! Magazine
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<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <HBERMAN@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <jlumm@a2gov.org>; Griswold, Kathy <Kgriswold@a2gov.org>
Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal a2.gov e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-

gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant

meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate

Harvey

Harvey W. Berman
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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBerman@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,

Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBerman@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion sessions available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,

Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]>

wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccd.org/wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaaLOZ4GyPDD5dMnU672KpJG3yMyjbi_kOr08YcJ4NOnjksBy9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers <[REDACTED]> wrote:

Well....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers <[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack

Vice President

Glacier Highlands Neighborhood Association

cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[\[REDACTED\]](#)> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning.

We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life.

Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney"

<[REDACTED]> wrote:

Hi All -

I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied!

Enjoy the rest of summer!

Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich

<[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song

<[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on rezoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record

number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin

<North Campus Master Plan - 2008.pdf>

--

Michael J. Rein

Director of Community Relations

Office of the Vice President for Government Relations

<span style="font-f

From: [Grand, Julie](#)
To: elsa@michigandaily.com; tothedaily@michigandaily.com; opinion@michigandaily.com
Cc: [Ackerman, Zach](#); [Smith, Chip](#)
Subject: Open Letter re: The Decision to Terminate the Employment Agreement with City Administrator Howard S. Lazarus
Date: Tuesday, February 18, 2020 10:10:13 PM
Attachments: [An Open Letter to Ann Arbor.pdf](#)

Dear Editors,

Attached is an open letter re: the decision to terminate the employment agreement with City Administrator Howard S. Lazarus from myself, Council Member Ackerman, and Council Member Smith. We hope that you will share this with your audience.

Kind regards,
Julie

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive

channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: [Smith, Chip](#)
To: javellan@emich.edu
Subject: statement
Date: Tuesday, February 18, 2020 10:12:00 PM
Attachments: [An Open Letter to Ann Arbor.pdf](#)

Here's an official statement from CM Ackerman, Grand and myself

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: [Conor Neville](#)
To: [Ramlawi, Ali](#)
Subject: Re: upcoming CM vote
Date: Tuesday, February 18, 2020 10:24:46 PM

I was incredibly disappointed not only to see you vote the way you did, but the lack of transparency and honesty in the way it happened. The city is now without a professional administrator at the cost of my tax dollars due to your petty politics.

On Tue, Feb 18, 2020, 1:28 PM Conor Neville [REDACTED] wrote:
Councilman Ramlawi,

I was very disappointed, as a resident of your ward, to read that you plan to vote to fire the city manager, without cause, at this evening's meeting. This, to me, is another vote to impede progress in Ann Arbor and cost the city further resources. As a young homeowner, I find myself constantly frustrated with the rising cost of living in Ann Arbor and would have hoped that you, as a business owner who has benefited from Ann Arbor's growth, would try to build the city in the same way for the next generations. I regret that what seemed to be a forward-looking city has now devolved into elected council members thinking it is wise to remove professional, full-time staff members over personal disagreements. I do hope you will reconsider this vote.

Conor Neville
[REDACTED]

From: [Julie Roth](#)
To: [CityCouncil: Taylor, Christopher \(Mayor\)](#)
Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 10:35:16 PM

Well, obviously I'm massively disappointed.
I'm usually a good public speaker, but tonight I was so shaken up that I couldn't get my thoughts out clearly.
What I failed to add is this:

You do realize, don't you, that city staff LOVE working for Mr. Lazarus, right? And that we have phenomenal people working for our city?
So, what do you think is going to happen now?
How many of those amazing folks are going to leave within the year? Just take a few minutes to think about that.

This was a colossally stupid decision. Mr. Lazarus is an invaluable asset who did fantastic work.

I am so disappointed in city council. And I'm disappointed in my own naiveté, thinking that we could rise above factions and act independently and make reasonable decisions.

I agree with the speaker tonight who said that the only good that might come from this is the activation of citizens who are mortified by it. Count me in.

Julie

On Feb 18, 2020, at 1:54 PM, Julie Roth < wrote:

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online

board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

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Subject: Re: Lazarus firing
Date: Tuesday, February 18, 2020 10:35:17 PM

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Thank you,

Julie Roth
Community activator
Ward 1

From: [Ramlawi, Ali](#)
To: [Conor Neville](#)
Subject: Re: upcoming CM vote
Date: Tuesday, February 18, 2020 10:36:07 PM

Sorry to have disappointed you tonight Conor, I hope with due time and the legal wiggle room to be more transparent I will be able to redeem myself politically in this instance.

Respectfully,
CM Ramlawi

Sent from my iPad

On Feb 18, 2020, at 10:24 PM, Conor Neville <[REDACTED]> wrote:

I was incredibly disappointed not only to see you vote the way you did, but the lack of transparency and honesty in the way it happened. The city is now without a professional administrator at the cost of my tax dollars due to your petty politics.

On Tue, Feb 18, 2020, 1:28 PM Conor Neville <[REDACTED]> wrote:

Councilman Ramlawi,

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Conor Neville
[REDACTED]

From: [Conor Neville](#)
To: [Ramlawi, Ali](#)
Subject: Re: upcoming CM vote
Date: Tuesday, February 18, 2020 10:37:44 PM

Thanks for your response. I do hope to learn more about the reasoning in the future.

Best,
Conor

On Tue, Feb 18, 2020, 10:36 PM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:
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Sent from my iPad

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Conor Neville
[REDACTED]

From: [Hicks, Mark](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: Ann Arbor City Council
Date: Tuesday, February 18, 2020 10:44:13 PM

Hello. This is Mark Hicks, a reporter at The Detroit News. I am contacting you regarding the Ann Arbor City Council voting tonight to terminate City Administrator Howard Lazarus. Would you or a representative for your office be able to reach us before 11:30 p.m. EST tonight for a brief phone interview or statement on this decision and what steps will be taken to address it? I realize this is late and short notice, but any help would be greatly appreciated and better inform our readers. Thank you for your time.

Mark Hicks
Reporter, The Detroit News
Phone: (313) 222-2117
Email: mhicks@detroitnews.com

From: [Corky W](#)
To: [Ramlawi, Ali](#)
Subject: Re: Lazarus termination?
Date: Tuesday, February 18, 2020 11:07:31 PM

You voted yay. Before I say I wholly regret voting for you I will give you the opportunity to explain why you voted to fire Lazarus. I will share what you do and don't say on my feed.

Corky

On Tue, Feb 18, 2020, 12:03 PM Corky W <[REDACTED]> wrote:

Hi Ali,

I am extremely concerned about what has been revealed via FOIA release of emails and the potential of removal of Lazarus. I dearly hope you are not on board with these wildly troubling machinations.

I will choose to believe you would never consider voting to fire Lazarus, especially for the purpose of getting a 'new trainable puppy' who Eaton and company could mold to their liking. Do not align yourself with this. This is some nasty stuff bubbling up, so upset our council has city powers have it going on.

Thank you.
Corky

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Ali Ramlawi](#)
To: [REDACTED]
Cc: [Smith, Chip](#); [Lumm, Jane](#)
Subject: Re: Termination of Howard
Date: Tuesday, February 18, 2020 11:07:56 PM

ARAMLAWI@YAHOO.COM appears similar to someone who previously sent you email, but may not be that person. [Learn why this could be a risk](#) [Feedback](#)

Being compared to Trump is a great way to get others who you disagree with to listen to more of what you have to say.

Reading Mr. Lazarus's application to Gainesville and my evaluation of his performance as an elected official should mean something, but I guess it's easier to pull the Trump card.

I could say more but I need to activate my Twitter acct to be more Trump like.

Warm regards
Ali Ramlawi

Sent from my iPad

On Feb 18, 2020, at 10:04 PM, "[REDACTED]" <[REDACTED]> wrote:

RIDICULOUS!

Ali & Jane, Thank you for opening my eyes to how poorly you are managing our City. The firing of Howard, without cause is not only a poor financial move for our City, but also a petty little attempt to control more than you are chartered to do. There needs to be a balance in our government, which you just destroyed. Very Trump like of you.

I will now be part of the faction to make sure you do not get reelected and to hold you accountable for your actions when they do not represent the values of our community.

Thank you Chip for being the adult in the room.

Kelly Schwartz

On Tuesday, February 18, 2020, 12:37:19 PM EST, Kelly <[REDACTED]> wrote:

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."

-Frederick Buechner

From: [Hicks, Mark](#)
To: [Lumm, Jane](#)
Subject: Ann Arbor City Council vote
Date: Tuesday, February 18, 2020 11:14:19 PM

Hello. This is Mark Hicks, a reporter at The Detroit News. I am contacting you regarding the Ann Arbor City Council voting tonight to terminate City Administrator Howard Lazarus. Would you be able to reach us tonight for a brief phone interview or statement on this decision and the next step for seeking a replacement? I realize this is late and short notice, but any help would be greatly appreciated and better inform our readers. Thank you for your time.

Mark Hicks
Reporter, The Detroit News
Phone: (313) 222-2117
Email: mhicks@detroitnews.com

From: [Smith, Chip](#)
To: [REDACTED]
Subject: Re: Termination of Howard
Date: Tuesday, February 18, 2020 11:16:00 PM

Kelly, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: [REDACTED] <[REDACTED]>

Sent: Tuesday, February 18, 2020 10:04 PM

To: Ali Ramlawi <aramlawi@yahoo.com>; Smith, Chip <ChSmith@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>

Subject: Re: Termination of Howard

RIDICULOUS!

Ali & Jane, Thank you for opening my eyes to how poorly you are managing our City. The firing of Howard, without cause is not only a poor financial move for our City, but also a petty little attempt to control more than you are chartered to do. There needs to be a balance in our government, which you just destroyed. Very Trump like of you.

I will now be part of the faction to make sure you do not get reelected and to hold you accountable for your actions when they do not represent the values of our community.

Thank you Chip for being the adult in the room.

Kelly Schwartz

On Tuesday, February 18, 2020, 12:37:19 PM EST, Kelly <[REDACTED]> wrote:

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

From: [Smith, Chip](#)
To: [Ken Natoli](#)
Subject: RE: Lazarus
Date: Tuesday, February 18, 2020 11:17:00 PM

Ken, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected

leaders. In fact, it's not leadership at all.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Ken Natoli <ken.natoli@gmail.com>

Sent: Tuesday, February 18, 2020 9:30 PM

To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Lazarus

I would hope you are voting "No" on DC-8

From: [Smith, Chip](#)
To: [Lloyd Goldsmith](#)
Subject: RE: Vote to Remove City Administrator
Date: Tuesday, February 18, 2020 11:17:00 PM

Mr. Goldsmith, here is the joint statement CMs Ackerman, Grand and I just released regarding our opposition to the termination of Howard Lazarus:

- here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Lloyd Goldsmith <[REDACTED]>
Sent: Tuesday, February 18, 2020 9:47 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote to Remove City Administrator

Hello --

I'm writing regarding tonight's vote to fire the city administrator without cause for unstated reasons.

I find it appalling that you would center anyone but the community in your decision. I heard many calls for respecting Howard Lazarus, and none for respecting the community. We have a right to know how our city is being run, and you denied us that based on some perverse sense of collegiality. It's deeply disturbing that you think transparency costs around \$300k of our money, which serves as a reminder to us all of how easily many of you can be bought.

I hope that every single one of you who prefers backroom deals to transparent, open air processes loses your seat, and the respect of your neighbors. It is the least that you deserve.

Please also find attached a prior communication regarding AAPD's Breath Alcohol Testing Devices, which has not yet been resolved. If you are going to be derelict in your duties as a body, I suppose consistency is admirable, but I wish you were committed to improving the city instead.

All my best,

Lloyd Goldsmith

From: [Smith, Chip](#)
To: [Carol Cotter](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 11:18:00 PM

Carol,
- here's the joint statement CMs Ackerman, Grand and I just released.:

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

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

From: Carol Cotter <[REDACTED]>
Sent: Tuesday, February 18, 2020 7:17 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Howard Lazarus

Please vote to retain Mr. Lazarus as Administrator. He has done managed this city well and deserves to serve out the rest of his contract.
Removing him will cost the city an unnecessary expense.

Sent from my iPad

From: [Ramlawi, Ali](#)
To: [Corky W](#)
Subject: Re: Lazarus termination?
Date: Tuesday, February 18, 2020 11:19:39 PM

Corky.

I wish I could elaborate more without jeopardizing the state of legal affairs. It's my experience and opinion that it takes a lot of small steps to reach this position of impasse and requires a change of significant direction.

The 2 major points of my decision making stand out.

- 1 - the results of the annual council review of the City Administrator
- 2- The disparaging character assessment of A2 city council that Mr. Lazarus submitted in his application to Gainesville Fl.

In addition to that, there is more I cannot share at this time.

I did not want this day to happen and spent my first 15 months from making it NOT happen.

I hope this at least helps a little

Respectfully
CM Ramlawi

Sent from my iPad

On Feb 18, 2020, at 11:07 PM, Corky W <[REDACTED]> wrote:

You voted yay. Before I say I wholly regret voting for you I will give you the opportunity to explain why you voted to fire Lazarus. I will share what you do and don't say on my feed.

Corky

On Tue, Feb 18, 2020, 12:03 PM Corky W <[REDACTED]> wrote:
Hi Ali,

I am extremely concerned about what has been revealed via FOIA release of emails and the potential of removal of Lazarus. I dearly hope you are not on board with these wildly troubling machinations.

I will choose to believe you would never consider voting to fire Lazarus, especially for the purpose of getting a 'new trainable puppy' who Eaton and company could mold to their liking. Do not align yourself with this. This is some nasty stuff bubbling up, so upset our council has city powers have it going

on.

Thank you.

Corky

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Smith, Chip](#)
To: [Jinny Potter](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 11:20:00 PM

Jinny, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Jinny Potter <jinnyp@gmail.com>

Sent: Tuesday, February 18, 2020 6:54 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: Re: Howard Lazarus

Dear Council,

I was and am still incensed at learning of CM Eaton & Lumm's resolution to terminate Howard Lazarus' employment as City Administrator. I expect to be informed of why such a crucial decision was made behind closed doors, for the absurd reason of firing someone "without cause". Please explain yourselves.

Despite numerous instances of unproductive conflict amongst council members, I have always found Howard Lazarus to be professional, steady, and absolutely dedicated to serving Ann Arbor. When watching City Council meetings with my nine year old son, I cringe at some of the theatrics of storming off and pettiness displayed by some members of this City Council. But I never have to explain away Howard Lazarus' behavior. He has been steadfast in representing his staff and the thankless work they do for Ann Arbor. It boggles my mind how Howard Lazarus is the one who is being pushed out.

It is unacceptable to fire Mr. Lazarus "without cause." If you are unable to articulate a cause, why would we put the City in this position? I am curious what assurances Council plans on telling the next candidate for City Administrator. I cannot begin to imagine how one would want to put themselves in such a high-profile position that can be terminated so easily without cause.

I am distressed that this resolution was presented, and I implore you to vote NO. A vote supporting this absolutely terrible resolution will not only upend all of the good work our City has done, but has a very real danger of setting a reckless precedent that will discourage talented professionals from serving.

Sincerely,
Jinny Potter
Ward 2

--

Sent from Gmail Mobile

From: [Smith, Chip](#)
To: [Meredith Bruckner](#)
Subject: RE: City Council interview with A4
Date: Tuesday, February 18, 2020 11:20:00 PM
Attachments: [An Open Letter to Ann Arbor.pdf](#)

Meredith, - I've attached the statement that I just released with Councilmembers Ackerman and Grand regarding tonight's termination of Ann Arbor's City Administrator.

Look forward to speaking with you tomorrow.

From: Meredith Bruckner <mbruckner@wdiv.com>
Sent: Tuesday, February 18, 2020 7:01 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: City Council interview with A4

Perfect. Speak tomorrow!

Sent from my iPhone

On Feb 18, 2020, at 6:47 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

734-709-2022. That's my cell.

Sent from my iPhone

On Feb 18, 2020, at 6:40 PM, Meredith Bruckner
<mbruckner@wdiv.com> wrote:

Thank you. I will plan on calling between 2 and 3pm.

What's a good phone number for you?

All the best,
Meredith

Sent from my iPhone

On Feb 18, 2020, at 5:00 PM, Smith, Chip
<ChSmith@a2gov.org> wrote:

Yes. I'm free before 4 pm and would be happy to talk

Sent from my iPhone

On Feb 18, 2020, at 4:57 PM, Meredith Bruckner <mbruckner@wdiv.com> wrote:

Hi Chip,

Thank you for the reply. I would be happy to see your statement following the meeting.

Do you have time tomorrow afternoon to speak on the phone?

All the best,
Meredith

From: Smith, Chip <ChSmith@a2gov.org>
Sent: Tuesday, February 18, 2020 3:55 PM
To: Meredith Bruckner
<mbruckner@wdiv.com>
Subject: Re: City Council interview with A4

Meredith, I'd be happy to do an interview following tonight's meeting. I am not supporting the firing of the city administrator. I'll also have a statement that I'll release immediately following the meeting.

Best,
Chip

Sent from my iPhone

On Feb 18, 2020, at 11:11 AM,
Meredith Bruckner
<mbruckner@wdiv.com>
wrote:

Hi Chip,

I am the producer of Local 4
News' site [All About Ann Arbor](#)

and I'd like to ask you a few questions about tonight's resolution to terminate Howard Lazarus' employment.

Do you have some time today to chat? It could be a phone call or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News |
ClickOnDetroit

February 18, 2020

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Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: [Smith, Chip](#)
To: [Nancy Stone](#)
Subject: RE: Please pause on Resolution number 20-0308
Date: Tuesday, February 18, 2020 11:21:00 PM

Nanacy – thanks, as always for writing. - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Nancy Stone <nancystone123@yahoo.com>

Sent: Tuesday, February 18, 2020 6:51 PM

To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>

Subject: Please pause on Resolution number 20-0308

To: Councilmembers Ramlwali and Smith, 5th Ward

Re: Resolution 20-0308 to terminate City Administer

I have just learned of this last-minute addition to tonight's City Council meeting. This action without substantiation worries me as appearing unprofessional and creating long-term damage to the City of Ann Arbor's ability to recruit future highly-qualified administrators.

If an employee exhibits a clear breach of contract, irreconcilable lack of good judgement, or engagement in illegal activities then it seems the clear offense should be acknowledged and a request for resignation is appropriate. The inappropriate behavior needs to be clearly identified as an example of what actions are not tolerated. (Within a unionized environment, I recall that it takes three, officially-recorded missteps to permit a firing, unless a specific action was clearly illegal.)

Ann Arbor's municipal structure is designed to have a strong administrator and weaker mayor and council--who have the ability to over-rule the administrator by majority vote. The resulting dynamics requires elected officials to have lively discussions and disagreements, but to set policy and directions as a group and not as factions. I don't agree with all of Mr Lazarus's decisions, but feel that he brings a lot of thoughtful, respectful experience to the city's management.

Mr Lazarus's seeming delay in taking action against the former HR director's documented racism was troubling. His vision for the city's sustainability directions are inspiring. I have personally found him to be thoughtful and supportive of Council directives, even when Council changed the city's initial recommendations.

Firing someone without clear cause creates confusion for the entire staff and community. I sense that future key administrative candidates will feel reluctant to join an organization that appears to be impulsive, vindictive, and impetuous.

I hope you don't support this resolution as written but look to resolve conflicts within Council (if that is where the discontent arises) or clarify expectations from the current (and future) administrators.

Thank you for considering these comments.

Sincerely, Nancy Stone, Ward 5, 1113 W. Washington

From: [Andrew Sohn](#)
To: [Eaton, Jack](#)
Subject: City Administrator
Date: Tuesday, February 18, 2020 11:21:47 PM

Council member Eaton,

I am very disappointed in your decision to sponsor the resolution to fire City Manager Howard Lazarus. This is shameful. To fire him "without cause" after he was cleared by the independent investigator shows that this is obviously politically motivated.

Your selfish actions, which do not benefit the city in any way, will weigh heavily in my decision on who to vote for when you are on the ballot again.

As this email will probably go unread or at least not responded to, like all of my electronic correspondence with you, I don't expect to hear an explanation. I do hope that if you read this you know that your decision tonight has upset me and that it is a shame that you and the other council members put themselves and their interests in front of the citizens who elected you.

With much regret,

Andrew Sohn
4th Ward Resident
Dicken Neighborhood

Sent from my iPhone

From: [Smith, Chip](#)
To: [Vincent Cavataio](#)
Subject: RE: Lazarus Resolution
Date: Tuesday, February 18, 2020 11:22:00 PM

Vincent. I agree with you. I opposed it.

Anyway, here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Vincent Cavataio [REDACTED] >
Sent: Tuesday, February 18, 2020 6:51 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Lazarus Resolution

Hello,

I'm currently a resident of the 4th ward and I would like to express my concern for the resolution to terminate Mr. Lazarus. I believe it would be deeply regrettable and a decision that would not be supported by facts. I hope my council members will vote against this damaging resolution.

Thank you,
Vince Cavataio

Vincent Cavataio
[REDACTED]
Sent from my iPhone

From: [Smith, Chip](#)
To: [Amy Klinke](#)
Subject: RE: keep the administrator
Date: Tuesday, February 18, 2020 11:23:00 PM

Amy – so confusing, right? I think the Violin Monster put it best when he said “what the actual fuck”.

Anyways, here’s the statement I released with CMs Grand and Ackerman tonight:

February 18, 2020

To the residents of Ann Arbor,

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn’t like Mr. Lazarus. They didn’t like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn’t like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn’t like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We’re writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City

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Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Amy Klinke [REDACTED]
Sent: Tuesday, February 18, 2020 6:49 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: keep the administrator

it is so confusing that a council would consider firing an administrator for doing his job. if you voted to remove him, we should vote to remove you

From: [Smith, Chip](#)
To: [Judy Stone](#)
Subject: RE: firing, seriously?
Date: Tuesday, February 18, 2020 11:24:00 PM

Judy I agree. Here's a joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Zachary Ackerman
City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

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

From: Judy Stone [REDACTED] >
Sent: Tuesday, February 18, 2020 6:31 PM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>
Subject: firing, seriously?

Council members,

I would like to express my objection that a majority of Council members think it is appropriate to spring an agenda item at the last minute, especially one of such consequence. Although Mr. Lazarus' contract may have a firing without cause, clause, why would such a consequential decision be made with zero transparency? If it can't stand the light of day and public discussion and review, that suggests hidden and political motives.

I expect more from responsible leadership and transparency from Council members.

Judy Stone

From: [Smith, Chip](#)
To: [eileen.spring](#)
Subject: RE: Please Protect our City Administrator
Date: Tuesday, February 18, 2020 11:25:00 PM

Thank you Eileen!

From: eileen.spring [REDACTED]
Sent: Tuesday, February 18, 2020 6:01 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Please Protect our City Administrator

Hi Chip,

I find it appalling that Council would pass a resolution terminating our Administrator without cause. I know you will exercise good judgment and integrity and I am sending my support.

Thank you.
Eileen Spring
[REDACTED], Ann Arbor, MI 48103

From: [Smith, Chip](#)
To: [Laurie Ingram](#)
Subject: RE: Termination of Mr. Lazarus
Date: Tuesday, February 18, 2020 11:25:00 PM

Yeah – that csmith belongs to Parks and Recreation Manager Colin Smith. I’m ChSmith. Shows you how much clout I have!

Anyway, I completely agree with you, in fact, here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Laurie Ingram [REDACTED] >

Sent: Tuesday, February 18, 2020 6:24 PM

To: Smith, Chip <ChSmith@a2gov.org>

Subject: Fwd: Termination of Mr. Lazarus

Yours bounced back because apparently there is a different CSmith!

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

From: Laurie Ingram [REDACTED] >

Date: Tue, Feb 18, 2020, 6:04 PM

Subject: Termination of Mr. Lazarus

To: <CTaylor@a2gov.org>, <abannister@a2gov.org>, <JHayner@a2gov.org>, <JLumm@a2gov.org>, <KGriswold@a2gov.org>, <ZAckerman@a2gov.org>, <JGrand@a2gov.org>, <jeaton@a2gov.org>, <enelson@a2gov.org>, <csmith@a2gov.org>, <ARamlawi@a2gov.org>

Mayor Taylor and Councilmembers,

Please consider carefully how you should vote on the issue of Mr. Lazarus' termination this evening. Minimally, the vote should be postponed.

Mr. Lazarus is smart, dedicated, and incredibly well-respected by his peers. Not only is firing him unnecessary and unduly expensive for the tax payers in this community - but I believe that the arbitrary and unprofessional manner with which the termination is being executed will make recruitment of quality candidates very difficult.

I ask that you please reconsider this action, as it reads as punitive, retaliatory, and incredibly petty. It's not a good look.

Thank you,

Laurie Ingram

From: [Smith, Chip](#)
To: [Daniela Kister](#)
Subject: RE: Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus
Date: Tuesday, February 18, 2020 11:26:00 PM

Daniela, I completely agree with you. Would you have any objection if I read your letter during the next City Council meetingA?

Also, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Daniela Kister [REDACTED] >
Sent: Tuesday, February 18, 2020 6:00 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus

Dear Council Member Ramlawi,
Dear Council Member Smith,

I urge you to vote to keep Mr. Lazarus as our City Administrator this evening.

There seems to be no cause for Mr. Lazarus' termination, and removing him from his position after his years of dedicated service would be a disgrace to our City and everything we (claim to) stand for. I appreciate that there may be differences between Council and the City Administrator. However, I expect my elected officials to respect and protect City staff, and to resolve difficulties in a constructive, professional manner.

Dismissing a person because ideas don't align is not a sign of strength - it is a weakness, and a very dangerous one. I am proud to live in a City that values diversity and encourages residents to voice their opinions. We should require no less from our City staff; we should embrace our differences and work to find common denominators.

I do not know Mr. Lazarus personally, but he strikes me as a knowledgeable, hard-working, and dedicated professional, who exhibits integrity and fairness. I expect the same from my elected officials.

Thank you.

Daniela Kister
[REDACTED]
Ann Arbor, MI 48103

Email: [REDACTED]
Phone: [REDACTED]

From: [Smith, Chip](#)
To: [Anthony Pinnell](#)
Subject: RE: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you
Date: Tuesday, February 18, 2020 11:27:00 PM

[Share this widely:](#)

- here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Anthony Pinnell <[REDACTED]>

Sent: Tuesday, February 18, 2020 5:45 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104
tel.:
e-mail:

From: [Smith, Chip](#)
To: [Linda Diane Feldt](#)
Subject: RE: tonight's action on city admin
Date: Tuesday, February 18, 2020 11:28:00 PM

Linda Diane -

First, thank you for stepping into public service. You are so good at it and I feel so lucky to have had the chance to work with you!

Second, I'm sharing the press release that Julie Grand, Zach Ackerman and I put out after this evening's meeting. I thought you might be interested. Feel free to share.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus without cause. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

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

From: Linda Diane Feldt [REDACTED]

Sent: Tuesday, February 18, 2020 5:43 PM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>
Subject: tonight's action on city admin

Dear City Council member and Mayor,

I am a ward five voter. I have known of Mr. Lazarus' work for many years, and have been impressed with his knowledge and dedication to Ann Arbor for all of that time. For the last three years he has served as a non-voting member of the Transportation Commission, which I chaired for three years. His insights and contributions have been timely, proven right over time, and extremely helpful for the commission. I'm sure that is just one of many groups that would be left struggling if he were to be suddenly removed. He is also in a leadership role for all of the city employees, who deserve far better treatment and also stability.

The move to remove him is especially irresponsible when you consider the time it would take to find and recruit a new administrator. We would also be a city now known for a hostile environment, for firing a city administrator without cause. The costs for paying the severance fee and delays in many projects and plans should also be considered.

Setting policy and working with the City Administrator are two of the most important roles of Council. To abruptly fire the administrator with so little notice, with no reason, and without evidence of how Council has worked to resolve differences is the worst management possible. You are not representing fiduciary responsibility, open transparent government, or representing the wishes of constituents.

I am deeply disturbed by this proposed action and certainly hope that reason will prevail. Please do not plunge Ann Arbor into a chaotic difficult time - a well thought out debate, involving the public, demonstrating what remedies have been tried and what can still be done is action I can respect. This blind side to so many of us who care about progress and the day to day details of running the city is a stunningly bad idea.

Thank you for your consideration. I apologize for this email being so late in the day, but that is also the point. I just found out about this ten minutes ago. Nowhere near enough time to have a chance for real input. And I strive to be well informed.

Linda Diane Feldt

From: [Smith, Chip](#)
To: [Matthew Miller](#)
Subject: RE: I oppose measures to remove the city administrator
Date: Tuesday, February 18, 2020 11:30:00 PM

Mr. Miller,

I agree with you and of course voted to retain Mr. Lazarus. Unfortunately, Mr. Ramlawi voted to terminate Mr. Lazarus. I'm so dismayed by the events of the last week that CM Grand, Ackerman and I released the following joint statement:

February 18, 2020

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Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Matthew Miller [REDACTED] >

Sent: Tuesday, February 18, 2020 5:43 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: I oppose measures to remove the city administrator

Dear Council,

I am a resident of the Fifth Ward, and wish to express that I do not support measures recently proposed to fire City Administrator Howard Lazarus. Mr. Lazarus has executed his duties faithfully, I do not believe it would be in the city's best interest to remove him from his position. Moreover, I am concerned that the last minute nature of this proposal is an attempt to avoid public scrutiny on this action. If the council decides to go forward with removing Mr. Lazarus, I will certainly remember this when it comes time to vote.

Sincerely,

Matthew Miller

From: [Smith, Chip](#)
To: [Daniel Rubenstein](#)
Subject: RE: City Administrator
Date: Tuesday, February 18, 2020 11:31:00 PM

Daniel – unusual as it is, I completely agree with you. I'm disgusted by this turn of events.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Daniel Rubenstein [REDACTED]
Sent: Tuesday, February 18, 2020 5:37 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: City Administrator

I am registering my strong objection to terminating Howard Lazarus tonight. This merits further discussion with the public. It cannot be so bad that he cannot be retained through his contract, saving taxpayers over a quarter of a million dollars. Particularly because you admit it is without cause.

Sincerely,

Daniel Rubenstein
[REDACTED] Ann Arbor, MI 48103

From: [Smith, Chip](#)
To: [REDACTED]
Subject: RE: City Administrator
Date: Tuesday, February 18, 2020 11:32:00 PM

Debb,

Unfortunately what you heard is true. - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus **without cause**. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: [REDACTED]
Sent: Tuesday, February 18, 2020 5:34 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: City Administrator

Good Evening,

I just received this text from a neighbor:

[Very disturbed to hear that some members of our city council want to put through a rush vote tonight for terminating our city administrator with "no cause."](https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html)
<https://www.mlive.com/news/ann-arbor/2020/02/ann-arbor-council-to-vote-on-firing-city-administrator.html> Sounds very Trumpian

This is disturbing. I thought Ann Arbor was above this sort of behavior. This all sounds like a battle between opposing council members. The city administrator should not be in the middle of that. AA must have a review process. If the city administrator has not met his expected performance than HR should be able to address that.

Thanks for considering.
Debb

Sent from [Mail](#) for Windows 10

From: [Jinny Potter](#)
To: [Smith, Chip](#)
Subject: Re: Howard Lazarus
Date: Tuesday, February 18, 2020 11:32:37 PM

Hi Chip,

Thank you, CMs Ackerman and Grand for your work during this challenging time.

Sincerely,
Jinny Potter

On Tue, Feb 18, 2020 at 11:20 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Jinny, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

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Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward
3

Chip Smith

City Council, Ward
5

From: Jinny Potter [REDACTED]
Sent: Tuesday, February 18, 2020 6:54 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Re: Howard Lazarus

Dear Council,

I was and am still incensed at learning of CM Eaton & Lumm's resolution to terminate Howard Lazarus' employment as City Administrator. I expect to be informed of why such a crucial decision was made behind closed doors, for the absurd reason of firing someone

“without cause”. Please explain yourselves.

Despite numerous instances of unproductive conflict amongst council members, I have always found Howard Lazarus to be professional, steady, and absolutely dedicated to serving Ann Arbor. When watching City Council meetings with my nine year old son, I cringe at some of the theatrics of storming off and pettiness displayed by some members of this City Council. But I never have to explain away Howard Lazarus’ behavior. He has been steadfast in representing his staff and the thankless work they do for Ann Arbor. It boggles my mind how Howard Lazarus is the one who is being pushed out.

It is unacceptable to fire Mr. Lazarus “without cause.” If you are unable to articulate a cause, why would we put the City in this position? I am curious what assurances Council plans on telling the next candidate for City Administrator. I cannot begin to imagine how one would want to put themselves in such a high-profile position that can be terminated so easily without cause.

I am distressed that this resolution was presented, and I implore you to vote NO. A vote supporting this absolutely terrible resolution will not only upend all of the good work our City has done, but has a very real danger of setting a reckless precedent that will discourage talented professionals from serving.

Sincerely,

Jinny Potter

Ward 2

--

Sent from Gmail Mobile

From: [Smith, Chip](#)
To: [Sam Firke](#)
Subject: RE: Pull the resolution to dismiss the city administrator
Date: Tuesday, February 18, 2020 11:33:00 PM

Sam – this is seriously fucked up shit. Anyway, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: Sam Firke <[REDACTED]>

Sent: Tuesday, February 18, 2020 5:33 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: Pull the resolution to dismiss the city administrator

Adding this item to the agenda with no advance notice is shameful. It's like something from a GOP-dominated lame duck session where bills that the sponsors know are unpopular are passed with as little discussion as possible.

There appears to be no urgent matter that precipitated this. If that's the case, this resolution needs further time for the public's consideration and input. If you are serious about representing the public interest, please postpone it to a future meeting - and vote "no" if it comes to a vote tonight.

Sincerely,

Sam Firke
Ward 5

From: [Smith, Chip](#)
To: [Kate Rooney](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 11:34:00 PM

Kate, I completely agree with everything you shared. In fact, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Chip Smith
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From: Kate Rooney [REDACTED] >

Sent: Tuesday, February 18, 2020 5:18 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: Re: Howard Lazarus

Hello,

I am writing again as I was just informed of the last minute resolution introduced to fire Howard Lazarus. I am appalled by the way this is being handled, without time for input or recourse. I have heard nothing but positive things about the city administrator and hope that this resolution will not be passed. I vehemently oppose the firing of City Administrator Howard Lazarus and will be keeping these votes in mind in the upcoming election.

Sincerely,

Kate Rooney

From: [Smith, Chip](#)
To: [Luis Vazquez](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 11:34:00 PM

Luis,
- here's the joint statement CMs Ackerman, Grand and I just released.
February 18, 2020

To the residents of Ann Arbor,

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and

ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

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

From: Luis Vazquez [REDACTED]
Sent: Tuesday, February 18, 2020 5:18 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Howard Lazarus

There is absolutely no reason for Council to take the action of severing Howard Lazarus. Jack Eaton and Jane Lumm should be ashamed. Some of you may even be in violation of the Open Meetings Act, and should be investigated for such corrupt behavior. It was Jane Lumm and Jack Eaton who created a hostile work environment for Howard Lazarus by: 1) Not informing the City Administrator immediately when they received information from a City Staffer that the Human Resources Manager had texted her co-worker that she felt like taking a gun to work and "Blowing up City Hall". 2) Neither Lumm nor Eaton contacted the Police Department with a "red flag alert", which could have endangered City Staff and visitors of all kinds to City Hall, if Ms Wilkerson had been deranged enough to carry out such a threat. 3) Lumm and Eaton then had Howard investigated, wasting over \$100,000 of Ann Arbor taxpayer money, and which led to the conclusion that Mr Lazarus could not know what he had not been informed of. It is my opinion that Eaton and Lumm should resign, and that any CM who votes for Howard Lazarus's removal should be questioned vigorously, and then removed from office in the next election. This is disgraceful politics.

I don't need any phony form letter replies from Elizabeth Nelson or Jack Eaton, so spare yourself the clicks.

Luis Vazquez

██████████

Ann Arbor, MI

From: [Smith, Chip](#)
To: [Lyssa Alexander](#)
Subject: RE: Regarding Howard Lazarus
Date: Tuesday, February 18, 2020 11:36:00 PM

Lyssa, I concur with you! Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Ann Arbor City Council - Ward 5
734-709-2022

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From: Lyssa Alexander [REDACTED]
Sent: Tuesday, February 18, 2020 5:10 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Regarding Howard Lazarus

Hello,

I am a life long Ann Arbor resident and a business owner in the city. I vehemently oppose the firing of City Administrator Howard Lazarus. I am deeply disturbed by the eleventh hour way this is being handled in addition and will be keeping these votes in mind when we go to the ballots in the upcoming election.

Sincerely,
Lyssa Alexander

From: [Smith, Chip](#)
To: [Ian Ogden](#)
Subject: RE: I Support Howard Lazarus
Date: Tuesday, February 18, 2020 11:36:00 PM

lanj, you are 100% correct. Terminating the City Administrator was whole inappropriate. Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Chip Smith
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734-709-2022

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From: Ian Ogden [REDACTED]
Sent: Tuesday, February 18, 2020 5:12 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Smith, Chip <ChSmith@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Re: I Support Howard Lazarus

| at the next Council meeting on 2/24?

Pardon me; I see a City Council meeting is scheduled this evening (2/18).

This leaves the public no time to process and consider the act of firing our city administrator. Barring significant misconduct, this feels wholly inappropriate.

On Tue, Feb 18, 2020 at 5:09 PM Ian Ogden [REDACTED] > wrote:

Hello, Councilmember Ramlawi,

I was quite shocked to learn (only this afternoon) that a resolution will be introduced soon (at the next Council meeting on 2/24?) to terminate Mr. Lazarus' employment. I'm afraid I don't have time to write at length, but I do not currently support this in any way, shape or form. Further, I will not vote for any councilmember who supports Mr. Lazarus' termination.

I hope this can be delayed so the public can be better informed on this significant action.

Regards,
Ian Ogden
[REDACTED]

From: [Ali Ramlawi](#)
To: [REDACTED]
Cc: [Smith, Chip](#); [Lumm, Jane](#)
Subject: Re: Termination of Howard
Date: Tuesday, February 18, 2020 11:36:31 PM

ARAMLAWI@YAHOO.COM appears similar to someone who previously sent you email, but may not be that person. [Learn why this could be a risk](#)

[Feedback](#)

Kelly.

Sorry to be obnoxious with some of my remarks earlier, tonight was a night I have been dreading or putting off for over a year. I wish the mayor and Howard did more to make it not happen the way it did.

Sincerely
Ali
Sent from my iPad

On Feb 18, 2020, at 10:04 PM, "[REDACTED]" <[REDACTED]> wrote:

RIDICULOUS!

Ali & Jane, Thank you for opening my eyes to how poorly you are managing our City. The firing of Howard, without cause is not only a poor financial move for our City, but also a petty little attempt to control more than you are chartered to do. There needs to be a balance in our government, which you just destroyed. Very Trump like of you.

I will now be part of the faction to make sure you do not get reelected and to hold you accountable for your actions when they do not represent the values of our community.

Thank you Chip for being the adult in the room.

Kelly Schwartz

On Tuesday, February 18, 2020, 12:37:19 PM EST, Kelly <[REDACTED]> wrote:

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and

council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

"Your calling is where your own greatest joy intersects with the needs of the world."

-Frederick Buechner

From: [Smith, Chip](#)
To: [David Frye](#)
Subject: RE: proposed firing of City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 11:39:00 PM

David, Thank you so much for sharing your thoughts. I will carry them directly to council. Would it be ok to read this email at an upcoming meeting? Also, I'm so dismayed by the entire fiasco, CMs Grand, Ackerman and I released a joint statement regarding the firing of Mr. Lazarus without cause.

February 18, 2020

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: David Frye [REDACTED]
Sent: Tuesday, February 18, 2020 5:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: proposed firing of City Administrator Howard Lazarus

Hello,

I just heard (via Nextdoor) of the plan to fire Ann Arbor City Administrator Howard Lazarus.

Hoping I am not too late to weigh in -- and this is the first time in 34 years that I have written to Council about any city matter -- I just want to express my extreme displeasure with this development.

Why the rush? Why fire a civil servant without cause?

Please reconsider, and PLEASE DO NOT CARRY OUT THIS UNJUSTIFIABLE FIRING.

(With apologies for the all-caps!)

Sincerely,
David Frye
[REDACTED]
Ann Arbor

From: [Smith, Chip](#)
To: [Suzanne Perkins](#)
Subject: RE: Firing of the city administrator
Date: Tuesday, February 18, 2020 11:40:00 PM

Here's the joint statement CMs Ackerman, Grand and I just released.
February 18, 2020

To the residents of Ann Arbor,

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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

From: Suzanne Perkins <[REDACTED]>

Sent: Tuesday, February 18, 2020 4:49 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: Firing of the city administrator

I have spoken to many of you about my absolute disgust at CM Lumm and CM Eaton's resolution to fire the city administrator over personal grievances. We both can't afford to flush \$275K down the toilet nor can we afford to use our single vote majority to push through unpopular decisions without public comment, without cause and without reasonable notice.

I am hopeful that CM Nelson will show leadership for the environment and not let petty squabbles be the reason for rushed decisions costing the city money we argue weeks over normally. The council members voting yes to fire the hard working city administrator will rightfully end up looking like a bunch of children and I, for one, will be unable to support your re-elections.

Suzanne Perkins Ward 5

From: [Smith, Chip](#)
To: [Lori Roddy](#)
Subject: RE: Resolution regarding Howard Lazarus
Date: Tuesday, February 18, 2020 11:40:00 PM

I think you know I'm not insane, so I did not support this. I'm actually sick about where our city is headed!

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Julie Grand
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Chip Smith
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Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Lori Roddy <lori@neutral-zone.org>
Sent: Tuesday, February 18, 2020 4:57 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lori Bennett Stein <[REDACTED]>
Subject: Resolution regarding Howard Lazarus

Dear City Council -

I would like to express my deep concern for the resolution put forward for tonight's city council meeting to terminate Howard Lazarus for insubordinate actions.

Three years ago Howard Lazarus reached out to personally connect and understand how to support our Black youth. Over the past few years, we have worked together as partners to build the Futurecorps program, an innovative workforce development partnership to truly transform our young people's lives. I have worked with his entire city administration team and experienced city staff demonstrating high quality work and commitment under Howard's administration.

Howard has shown himself to be a high-level administrator who has led a team to make commitments to serve our youth of color, work in partnership with community organizations, and lead our city in carbon neutrality efforts. I hope that these efforts should not easily be dismissed even if he disagrees with council actions.

I urge city council to **not** vote tonight on such an important decision without being far more transparent about the causes for his removal.

With appreciation,

Lori

Lori Roddy
Executive Director

Neutral Zone | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

From: [Smith, Chip](#)
To: [Ed Sketch](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 11:42:00 PM

Ed, as promised, here is the statement that I released in conjunction with my colleagues CM Ackerman and Grand. Hope to see you around the Y sometime. Unfortunately, CM Ramlawi voted to terminate Mr. Lazarus. Please reach out and lets have coffee!

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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From: Ed Sketch [REDACTED]
Sent: Tuesday, February 18, 2020 4:39 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Howard Lazarus

Dear Chip and Ali

As my City Council members

I would just like you to know that I am wholly opposed to the way an efficient City Manager Howard Lazarus is being fired. There is a lot of anger on this issue amongst the voters of Ann Arbor that I presume you have yet to feel the impact of.

I have some past experience, that Chip Smith and Chris Taylor will probably know about (Mack Pool Closure issue in 2010) in organizing an effective single issue political campaign. As a motivated retiree, I am ready to start on this issue and hold to account all those who vote in favor of the

dismissal. If there are good grounds for this action then transparency suggests they be made public.

Thank you for your service to the City.

Ed Sketch

From: [Smith, Chip](#)
To: [Greg Kovas](#)
Subject: RE: Regarding the Attempt to Fire Howard Lazarus
Date: Tuesday, February 18, 2020 11:42:00 PM

Greg,

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February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Greg Kovas <[REDACTED]>
Sent: Tuesday, February 18, 2020 4:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Regarding the Attempt to Fire Howard Lazarus

My name is Greg Kovas, currently a resident of Ward 3. I want to note my opposition to the attempt to fire the city Administrator, a man who by all accounts does his job well and comports himself with dignity. There seems to be no legitimate reason to want him removed save the personal dislike of some of the council members, which reflects poorly on them and does a disservice to the people they claim to represent.

I strongly urge all members of the council to vote against this action.

Thank you,
-Greg Kovas

From: [Smith, Chip](#)
To: [Annie Wolock](#)
Subject: RE: H Lazarus
Date: Tuesday, February 18, 2020 11:43:00 PM

Annie – what Jack meant to say is that the agreement represented lengthy conversation held behind closed doors with other council members and political influencers outside of public vision. It was 100% corrupt.

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the

spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

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Julie Grand
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Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Annie Wolock <[REDACTED]>
Sent: Tuesday, February 18, 2020 4:25 PM
To: Eaton, Jack <JEaton@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
Subject: Re: H Lazarus

So you're saying Mr Lazarus wants to be fired?
Are you sure this is mutual? And without one acrimony? That's a completely different spin on what's being publicized.
We all know, it's not a secret, there is a very divisive council in place. It's also not a secret this current council majority actively works against staff expertise.

And so what about Gainesville? What does this have to do with anything? Shouldn't we be actively trying to KEEP him here?

Seems to me Mr Lazarus's only fault is having his own ideas.

Please vote against his firing.

Annie Wolock

Sent via cell phone. Please excuse any typos

----- Original message -----

From: "Eaton, Jack" <JEaton@a2gov.org>
Date: 2/18/20 3:45 PM (GMT-05:00)
To: Annie Wolock <[REDACTED]>
Subject: Re: H Lazarus

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his

employment without alleging “cause” for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 3:14 PM, Annie Wolock <[REDACTED]> wrote:

Hello city council

It's come to my attention you're planning to vote on firing our city administrator, apparently without cause, but for a political agenda.

This is a terrible idea. I'm asking you all to rethink this and just stop. Just stop.

Mr Lazarus is an asset to the city.

Annie Wolock

Sent via cell phone. Please excuse any typos

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Hicks, Mark](#)
To: [Eaton, Jack](#)
Subject: Ann Arbor City Council decision
Date: Tuesday, February 18, 2020 11:43:57 PM

Hello. This is Mark Hicks, a reporter at The Detroit News. I am contacting you regarding the Ann Arbor City Council voting tonight to terminate City Administrator Howard Lazarus. Would you be able to reach us tonight for a brief phone interview or statement on this decision? I realize this is late and short notice after-hours, but any help would be greatly appreciated and better inform our readers. Thank you for your time.

Mark Hicks
Reporter, The Detroit News
Phone: (313) 222-2117
Email: mhicks@detroitnews.com

From: [Smith, Chip](#)
To: [Jennifer Fike](#)
Subject: RE: City Administrator
Date: Tuesday, February 18, 2020 11:44:00 PM

Jennifer, I appreciate very much this email. I agree with you 100%.

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Ann Arbor City Council - Ward 5
734-709-2022

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From: Jennifer Fike <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:49 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: City Administrator

Dear Councilmember Smith,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [Smith, Chip](#)
To: [mendelof](#)
Subject: RE: I support Howard Lazarus
Date: Tuesday, February 18, 2020 11:44:00 PM

Kate,
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February 18, 2020

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Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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

From: mendelof <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:43 PM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Joshua Kay <[REDACTED]>
Subject: I support Howard Lazarus

To all council members:

I am an Ann Arbor resident and am concerned that there is an effort to fire Howard Lazarus. I have been impressed by his work and by his commitment to bring us into a more responsible climate policy.

I would strongly support his continued work in his current position.

Thank you-

Kate Mendeloff

[REDACTED]
Ann Arbor, 48104

Sent from my iPhone

From: [Smith, Chip](#)
To: [Lauren Trimble](#)
Subject: RE: Please vote against Howard Lazarus"s firing
Date: Tuesday, February 18, 2020 11:45:00 PM

Lauren, I did not support the firing of Mr. Lazarus. Unfortunately Mr. Ramlawi did.

I have lots of thoughts about it, that are in this statement I just released with Councilmembers Ackerman and Grand.

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You

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Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

Julie Grand

Chip Smith

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Lauren Trimble [REDACTED]
Sent: Tuesday, February 18, 2020 3:40 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Please vote against Howard Lazarus's firing

Hi Ali and Chip,

I'm a Ward 5 resident and saw a report that reps Eaton and Lumm have put forth a proposal to fire the city administrator, Howard Lazarus.

I can't support the firing of Howard Lazarus. There seems to be broad disagreement between Lazarus, Eaton and Lumm on the future of Ann Arbor as well as some personal feelings of frustration on Eaton and Lumm's part.

If there is a specific reason for this firing, then a case should be made to the citizens of Ann Arbor. Being fired on the basis of disagreement with city council members does not seem like a fire-able offense to me. This proposal does not seem to be rooted in Mr. Lazarus's work performance (which has by all accounts been very good) and, as such, should be dismissed.

Please vote against his firing.

Thank you for your time (and the work you do for us in Ward 5),
Lauren Trimble

From: [Smith, Chip](#)
To: [MG](#)
Subject: RE: Vote no to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 11:46:00 PM

Mary,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

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The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: MG <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote no to fire City Administrator Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive.

An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make."

-Jane Goodall

From: [Smith, Chip](#)
To: [Vloet, Katie](#)
Subject: RE: please don't fire Howard Lazarus
Date: Tuesday, February 18, 2020 11:46:00 PM

Your 4th ward councilmembers didn't listen.

Anyhow Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:40 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: please don't fire Howard Lazarus

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

Electronic Mail is not secure, may not be read every day, and should not be used for urgent or sensitive issues

From: [Meredith Bruckner](#)
To: [Smith, Chip](#)
Subject: Re: City Council interview with A4
Date: Tuesday, February 18, 2020 11:46:28 PM

Thank you, Chip.

Was able to get it into my story: <https://www.clickondetroit.com/all-about-ann-arbor/2020/02/19/ann-arbor-city-council-fires-city-administrator/>

All the best,
Meredith

From: Smith, Chip <ChSmith@a2gov.org>
Sent: Tuesday, February 18, 2020 11:20 PM
To: Meredith Bruckner <mbruckner@wdiv.com>
Subject: RE: City Council interview with A4

Meredith, - I've attached the statement that I just released with Councilmembers Ackerman and Grand regarding tonight's termination of Ann Arbor's City Administrator.

Look forward to speaking with you tomorrow.

From: Meredith Bruckner <mbruckner@wdiv.com>
Sent: Tuesday, February 18, 2020 7:01 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: City Council interview with A4

Perfect. Speak tomorrow!

Sent from my iPhone

On Feb 18, 2020, at 6:47 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

734-709-2022. That's my cell.

Sent from my iPhone

On Feb 18, 2020, at 6:40 PM, Meredith Bruckner
<mbruckner@wdiv.com> wrote:

Thank you. I will plan on calling between 2 and 3pm.

What's a good phone number for you?

All the best,
Meredith

Sent from my iPhone

On Feb 18, 2020, at 5:00 PM, Smith, Chip
<ChSmith@a2gov.org> wrote:

Yes. I'm free before 4 pm and would be happy to talk

Sent from my iPhone

On Feb 18, 2020, at 4:57 PM, Meredith
Bruckner <mbruckner@wdiv.com> wrote:

Hi Chip,

Thank you for the reply. I would be happy to
see your statement following the meeting.

Do you have time tomorrow afternoon to
speak on the phone?

All the best,
Meredith

From: Smith, Chip <ChSmith@a2gov.org>
Sent: Tuesday, February 18, 2020 3:55 PM
To: Meredith Bruckner
<mbruckner@wdiv.com>
Subject: Re: City Council interview with A4

Meredith, I'd be happy to do an interview
following tonight's meeting. I am not
supporting the firing of the city
administrator. I'll also have a statement that
I'll release immediately following the
meeting.

Best,
Chip

Sent from my iPhone

On Feb 18, 2020, at 11:11 AM,
Meredith Bruckner
<mbruckner@wdiv.com>
wrote:

Hi Chip,

I am the producer of Local 4
News' site [All About Ann Arbor](#)
and I'd like to ask you a few
questions about tonight's
resolution to terminate Howard
Lazarus' employment.

Do you have some time today
to chat? It could be a phone call
or I could stop by your office.

Thanks and all the best,
Meredith Bruckner
Producer, All About Ann Arbor
WDIV Local 4 News |
ClickOnDetroit

From: [Smith, Chip](#)
To: [Joshua Kay](#)
Subject: RE: do NOT fire Howard Lazarus
Date: Tuesday, February 18, 2020 11:49:00 PM

Mr, Kay,

You are spot on in everything you said. I never would support such a move. I'm embarrassed for our Ward that CM Ramlawi did.

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Zachary Ackerman

Julie Grand

Chip Smith

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,
Joshua Kay
[REDACTED] A2 48103

--
Joshua Kay

From: [Smith, Chip](#)
To: [Matt Hampel](#)
Subject: RE: City Administrator
Date: Tuesday, February 18, 2020 11:50:00 PM

Matt - right on! I'm with you 100%.
Here's the joint statement CMs Ackerman, Grand and I just released.
February 18, 2020

To the residents of Ann Arbor,

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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

From: Matt Hampel
Sent: Tuesday, February 18, 2020 3:01 PM
To: Smith, Chip <CHSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: City Administrator

Dear Councilmembers,

There's been news today that tonight's Council meeting will involve a resolution to fire the City Administrator. I think that Howard Lazarus has been doing a professional job managing the City, and I hope you'll vote against this. In the absence of any wrongdoing -- or even clearly articulated concerns -- I think that spending more than \$250,000 on unnecessary severance costs would be incredibly irresponsible.

The Free Press recently reported on the difficulties Michigan cities are having recruiting qualified candidates, in part because of political instability like this: <https://cc02.safelinks.protection.outlook.com/?url=https%3A%2Fwww.freep.com%2Fstory%2Fnews%2Flocal%2Fmichigan%2Ffoakland%2F2020%2F02%2F03%2Fdespite-job-boom-michigan-city-halls-short-on-cash-and-top-execs%2F4617966002%2F&data=02%7C01%7CChSmith%40a2gov.org%7Cacee86dc1d24046f10e68d7b4df5605%7C48afa58563754170b9d1e9c5688b92f3%7C0%7C637176529639780088&data=wzMcKwUOKA6%2Fmjsfm2A93UWmfEDR4quk7m48%2FLw%3D&reserved=0>
Replacing Lazarus with someone of equal or greater experience and ability is not going to come cheap and will set us back in time, money, and staff morale.

Best,
Matt Hampel
[REDACTED]

--
Matt Hampel
[REDACTED]

From: [Smith, Chip](#)
To: [RITA](#)
Subject: RE: Secretive Actions Hurt Ann Arbor
Date: Tuesday, February 18, 2020 11:50:00 PM

Ms. Ross,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council

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The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: RITA <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Secretive Actions Hurt Ann Arbor

Dear Council;

Terminating without cause Ann Arbor's City Manager Lazarus without adequate public discussion and notification to your constituents is wasteful, and impractical.

The loss of revenue to severance payments for a without cause termination is a failure of your fiduciary duty. Furthermore, council's continuing mistreatment of employees will make attracting and hiring competent staff impossible.

This last minute attempt to bully Ann Arbor's civil servants and citizens is unconscionable.

I urge you to vote no on the resolution to terminate Mr. Lazarus.

Sincerely yours,

Rita Ross
[REDACTED]
Ann Arbor, Ward 2

From: [Smith, Chip](#)
To: [Priscilla Cheever](#)
Subject: RE: Administrator Lazarus
Date: Tuesday, February 18, 2020 11:50:00 PM

Received.

From: Priscilla Cheever <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:57 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Administrator Lazarus

I support the consent item agenda to be done with Howard Lazarus. He may have been cleared in the HR mess but he works in City Hall and should have known. Why did employees have to go to Council?

I am very troubled about the suspension of the new Police Chief. The administrator should have made sure he did not have issues at his old job that carried forward.

I wish Lazarus had gotten the Gainesville job and ended the misery that way but he did not-- they did their due diligence and trashing your current boss is never a good look. Lazarus wants out. I am sorry to have to pay him off, but he is not responsive to Council, only the Mayor and that just does not work.

Time to move on.

From: [Smith, Chip](#)
To: [Jarod M.](#)
Subject: RE: Follow-up question on DC-8
Date: Tuesday, February 18, 2020 11:51:00 PM

Distribute widely,

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February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Jarod M. <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:50 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Follow-up question on DC-8

Hello, CM Smith,

I'm disappointed to see resolution DC-8 on tonight's City Council agenda. However, I understand the hiring and firing of the city attorney and city administrator is subject to the will of the Council majority.

I was wondering what sort of qualities and experience you will be looking for in the next City Administrator. Thanks for your time.

Ward 5 Resident,
Jarod Malestein

From: [Smith, Chip](#)
To: [David Widmayer](#)
Subject: RE: I strongly object to resolution 20-0308
Date: Tuesday, February 18, 2020 11:51:00 PM

David,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: David Widmayer <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:48 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I strongly object to resolution 20-0308

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]
Ann Arbor, MI 48108

From: [Smith, Chip](#)
To: [Shoshannah Lenski](#)
Subject: RE: Reject the resolution to fire City Administrator
Date: Tuesday, February 18, 2020 11:52:00 PM

Shoshannah,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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734-709-2022

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From: Shoshannah Lenski <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:44 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Reject the resolution to fire City Administrator

City Council Members,

I just learned that you intend to consider a resolution at tonight's council meeting to fire City Administrator Howard Lazarus.

As a member and current chair of one the city's advisory commissions, I believe strongly that commissions and council owe it to the city's constituents to give reasonable notice and time for input before consideration of resolutions, especially one so important and potentially controversial as this one.

I hope you will reject this resolution tonight. Given the short notice and no "cause," this proposal feels politically motivated and not in good faith. If you believe this deserves further consideration, please bring it back with justification to the public about the rationale for this, and with time for the public to provide you their feedback.

Thank you.
Shoshannah Lenski
Ward 5

From: [Smith, Chip](#)
To: [Adam Oxner](#)
Subject: RE: DC-8: Keep Administrator Lazarus
Date: Tuesday, February 18, 2020 11:52:00 PM

Adam - remember this in August and in August 2022.

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February 18, 2020

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734-709-2022

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

From: Adam Oxner <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:35 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8: Keep Administrator Lazarus

Hello Council,

Administrator Lazarus is, like much of City staff, an asset to the City. He is thoughtful and level-headed when it comes to city issues and I am consistently impressed by his ability to give such thorough and reasonable responses to issues when pressed by Council. I have also had the opportunity to observe his work with the DDA and the Ann Arbor Citizen's Academy and cannot believe that someone who is clearly so passionate about Ann Arbor and its citizens and (exceedingly) competent at their job would be dismissed. I am disappointed and unnerved by this resolution to fire him without cause - I urge you to vote no.

I am out of town otherwise I would not hesitate to attend Council tonight to voice my strong opposition to this resolution.

Sincerely,
Adam

Adam Oxner

[REDACTED]
Ward 4

From: [Smith, Chip](#)
To: [Ruth Kraut](#)
Subject: RE: Howard Lazarus
Date: Tuesday, February 18, 2020 11:53:00 PM

Ruth - nothing improper has gone on. This was a political firing.
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-----Original Message-----

From: Ruth Kraut [REDACTED]

Sent: Tuesday, February 18, 2020 2:31 PM

To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>

Subject: Howard Lazarus

Dear Ali and Chip,

I am surprised to see a motion to terminate Howard Lazarus added at a late date to the agenda. I really hope you will vote against this. I feel he has been doing a good job, and unless something illegal is going on, this is a terrible process.

Best,

Ruth Kraut

[REDACTED]

From: [Smith, Chip](#)
To: [clark mccall](#)
Subject: RE: Resolution to terminate City Administrator - please vote no
Date: Tuesday, February 18, 2020 11:53:00 PM

Clark,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council

majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

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The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: clark mccall <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Resolution to terminate City Administrator - please vote no

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall
Ward 2

From: [Corky W](#)
To: [Ramlawi, Ali](#)
Subject: Re: Lazarus termination?
Date: Tuesday, February 18, 2020 11:53:44 PM

It does, thank you for taking the time. I still feel deeply concerned about the council divide and machinations. I don't trust Eaton.

Corky

On Tue, Feb 18, 2020, 11:19 PM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:

Corky.

I wish I could elaborate more without jeopardizing the state of legal affairs. It's my experience and opinion that it takes a lot of small steps to reach this position of impasse and requires a change of significant direction.

The 2 major points of my decision making stand out.

1 - the results of the annual council review of the City Administrator
2- The disparaging character assessment of A2 city council that Mr. Lazarus submitted in his application to Gainesville FL.

In addition to that, there is more I cannot share at this time.

I did not want this day to happen and spent my first 15 months from making it NOT happen.

I hope this at least helps a little

Respectfully
CM Ramlawi

Sent from my iPad

On Feb 18, 2020, at 11:07 PM, Corky W <[REDACTED]> wrote:

You voted yay. Before I say I wholly regret voting for you I will give you the opportunity to explain why you voted to fire Lazarus. I will share what you do and don't say on my feed.

Corky

On Tue, Feb 18, 2020, 12:03 PM Corky W <[REDACTED]> wrote:

Hi Ali,

I am extremely concerned about what has been revealed via FOIA release of

emails and the potential of removal of Lazarus. I dearly hope you are not on board with these wildly troubling machinations.

I will choose to believe you would never consider voting to fire Lazarus, especially for the purpose of getting a 'new trainable puppy' who Eaton and company could mold to their liking. Do not align yourself with this. This is some nasty stuff bubbling up, so upset our council has city powers have it going on.

Thank you.
Corky

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Smith, Chip](#)
To: [Jen Talley](#)
Subject: RE: resolution to fire city administrator
Date: Tuesday, February 18, 2020 11:54:00 PM

Jen,

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February 18, 2020

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734-709-2022

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From: Jen Talley [REDACTED] >
Sent: Tuesday, February 18, 2020 2:24 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: resolution to fire city administrator

Councilmembers Ramlawi & Smith,

As a 12-year employee of the University of Michigan and a 5-year resident of ward 5, I have been following Ann Arbor city politics for some time. This is the first time I have been moved to write my city representative, however, when I learned this morning that two councilmembers will be introducing a resolution to fire City Administrator Howard Lazarus. I read the posted severance document and saw no reasons listed to justify this action. In fact, it seems to be without cause, as the willingness to pay one year severance would indicate. This seems an unwise move financially for the city, as well as an apparent power grab on the part of a faction of council members. I am extremely disappointed in the way Council has become split into two distinct factions with one having few goals other than thwarting policies and actions supported by Mayor Taylor. It seems obvious this move is an attempt to consolidate power within this faction. As Mr. Lazarus has, to the public's knowledge, done nothing to warrant this action, it's almost impossible to draw any other conclusion regarding the reasoning behind this. There has been no chance for public commentary or for councilmembers to assess their constituents' opinions. This action hurts the city, drains financial resources, and limits productivity while an unnecessary job search is conducted. I urge a no vote on the resolution to terminate Mr. Lazarus.

Thank you,

Jennifer R. Talley
pronouns: she/her
[REDACTED]

From: [Smith, Chip](#)
To: [REDACTED]
Subject: RE: Firing of Lazarus
Date: Tuesday, February 18, 2020 11:54:00 PM

Lisa,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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From: Lisa Querijero <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:05 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing of Lazarus

To my city council,

Please represent the needs of your constituents. Placing the firing of a well respected city official on the agenda last minute is not respecting the residents of A2. It is against best practices and is shady. The public can't comment and those out of town or busy can't attend, this is not appropriate or fair.

I stand in support of Howard Lazarus and the work he is doing on behalf of our city. Ann Arbor is becoming an undesirable place to live and my family is considering leaving after 25 years because of the direction our leadership is NOT taking us. We will campaign against those who vote in favor of firing him.

I call BS!

Lisa Querijero

Parent

PTOC executive board member AAPS

A2 resident 25 years

I

[Sent from Yahoo Mail on Android](#)

From: [Smith, Chip](#)
To: [Juliet Slutzker](#)
Subject: RE: Administrator Lazarus
Date: Tuesday, February 18, 2020 11:54:00 PM

Juliet – you are 100% right on with everything you said. It’s almost as though you read my thoughts! Here's the joint statement CMs Ackerman, Grand and I just released.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Juliet Slutzker [REDACTED] >
Sent: Tuesday, February 18, 2020 2:25 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Administrator Lazarus

Mr. Smith,

I am a current resident of Ward 5 and just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this for a number of reasons.

- Termination - and even a close vote - will harm the city's reputation and will negatively affect the city's ability to both retain and attract the best talent
- A new administrator would find it immensely difficult serving in Ann Arbor under the present conditions where they are expected to please so many masters with such divergent views.
- Administrator Lazarus has generally been a strong sustainability supporter, especially when it comes to climate action. As a conservation professional, these are issues that I hold near and dear.
- In addition, based on a wide range of objective measures, city outcomes are stable or improving. In particular, city finances have improved significantly over the past few years.
- As Howard would be terminated without cause, this will cost the city **over a quarter million dollars** just to pay his severance, not to mention the costs associated with finding and hiring a new administrator. This process would also put too many issues and actions on hold, and likely would not result in anyone better.

Thank you for your consideration,
Juliet Slutzker

From: [Smith, Chip](#)
To: [Adam Goodman](#)
Subject: RE: DC-8
Date: Tuesday, February 18, 2020 11:54:00 PM

Adam – this is some seriously fucked up shit. Anyway,
Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Adam Goodman <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:02 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: DC-8

Good afternoon.

I am deeply disturbed by the late-breaking resolution, added to tonight's published agenda only this morning, to terminate the employment of our city administrator. In his time in Ann Arbor, I have only had the deepest respect for Mr. Lazarus; in my view as a citizen of this city, he has only ever showed a good-faith commitment to executing the officially-stated policy of Council, and to building a culture in which city staff can do their best work. In addition to being a waste of taxpayer money, terminating him without cause will undoubtedly have a chilling effect on the city's ability to recruit and retain the very talent we need to navigate some of the defining crises of our time. For those supporting this resolution, I hope you have a plan for what comes next; right now, this feels like a rash, Trump-ian move that will damage our civic institutions to an extent that cannot be quickly or easily repaired.

while I'm disturbed by this resolution, I do have to admit I'm not exactly surprised. The sponsors of this resolution previously leveled accusations of misconduct against Mr. Lazarus that were thoroughly demonstrated to be false, and threatened to fire him in public, at the Council table [1]. So, it's been pretty clear for some time that they've been trying to get rid of him; I guess they just gave up on trying to drum up a plausible excuse.

Finally, although I would obviously prefer to see this resolution defeated, based on the timing of its addition to the Council agenda (e.g. after the window for reserving public-comment time had passed), I can only conclude that its passage is a foregone conclusion. That decisions like this are apparently being made in the dark seems ... problematic, to say the least.

- Adam

[1] <https://www.mlive.com/news/ann-arbor/2019/05/ann-arbor-launching-probe-into-city-hall-after-text-message-controversy.html>

From: [Smith, Chip](#)
To: [J. Bruce Fields](#)
Subject: RE: Please vote no on DC-8
Date: Tuesday, February 18, 2020 11:55:00 PM

Bruce - this vote was appalling.

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February 18, 2020

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new

puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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

From: J. Bruce Fields <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:00 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Please vote no on DC-8

I'm beyond disappointed that council is considering firing Howard Lazarus, without cause, who by all accounts has been a great city administrator. We need great staff. This isn't the way to get them.

--Bruce Fields

[REDACTED]
Ann Arbor, MI 48105

From: [Daniel Rubenstein](#)
To: [Smith, Chip](#)
Subject: Re: City Administrator
Date: Tuesday, February 18, 2020 11:55:00 PM

Lol. Thanks for the reply, Chip.

Last election for me was about the voice of the people on the library lot. The red line for me was the ballot caption. But I am not happy with a lot of what I'm seeing from Jack Eaton either.

I think a lot of citizens feel caught in the crossfire. I think a big problem is a win at all costs mentality, national political culture writ small. We must emerge on the other side at some point. We must.

Dan

On Tue, Feb 18, 2020, 11:31 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Daniel – unusual as it is, I completely agree with you. I'm disgusted by this turn of events.

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: Daniel Rubenstein <[REDACTED]>
Sent: Tuesday, February 18, 2020 5:37 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: City Administrator

I am registering my strong objection to terminating Howard Lazarus tonight. This merits further discussion with the public. It cannot be so bad that he cannot be retained through his contract, saving taxpayers over a quarter of a million dollars. Particularly because you admit it is without cause.

Sincerely,

Daniel Rubenstein

 Ann Arbor, MI 48103

From: [Smith, Chip](#)
To: [Kristen Nyht](#)
Subject: RE: Keep our City Administrator!
Date: Tuesday, February 18, 2020 11:55:00 PM

Kristen,

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February 18, 2020

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Julie Grand
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From: Kristen Nyht <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Keep our City Administrator!

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Smith, Chip](#)
To: [Daniel Rubenstein](#)
Subject: RE: City Administrator
Date: Tuesday, February 18, 2020 11:56:00 PM

Agreed. This was unacceptable though. Beyond the pale.

From: Daniel Rubenstein <[REDACTED]>
Sent: Tuesday, February 18, 2020 11:55 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: City Administrator

Lol. Thanks for the reply, Chip.

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I think a lot of citizens feel caught in the crossfire. I think a big problem is a win at all costs mentality, national political culture writ small. We must emerge on the other side at some point. We must.

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Sincerely,

Daniel Rubenstein

 Ann Arbor, MI 48103

From: [Smith, Chip](#)
To: [Stephen Colby Brown](#)
Subject: RE: Termination of City Administrator for no cause?
Date: Tuesday, February 18, 2020 11:57:00 PM

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected

leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5
734-709-2022

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From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:44 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Termination of City Administrator for no cause?

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

- 1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?
- 2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?
- 3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.
- 4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.
- 5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown
[REDACTED]
Ann Arbor, MI 48104

[REDACTED] (m)



"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the affections colour and infect the understanding."

Francis Bacon, Novum Organum XLIX. 1620

From: [Smith, Chip](#)
To: [Joe Ohren](#)
Subject: RE: Terminating City Administrator?
Date: Tuesday, February 18, 2020 11:57:00 PM

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City Council, Ward 3

Julie Grand
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Chip Smith
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Ann Arbor City Council - Ward 5
734-709-2022

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From: Joe Ohren <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:39 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: Terminating City Administrator?

Thanks, please do keep me posted

Sent from my iPhone

On Feb 18, 2020, at 1:15 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Joe,

As usual, you captured my own thoughts more succinctly than I have been able to since learning of this coup.

I won't be supporting this, but I will be withholding comment until after the meeting. I'll make sure you get a copy of my statement.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Joe Ohren <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:07 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Terminating City Administrator?

Chip, I just sent the following note to Ali as well.

I was surprised to learn of the addition of a resolution on tonight's council agenda to terminate the contract with city administrator Lazarus. The reasons for such an action are not clear to me since while I have no direct contact with the administrator, in the advisory bodies on which I have served and the community forums in which I have participated my assessment of his role and actions has

been very positive.

There appears to be some stability in city administration, albeit with current events in the police department and recent events in human resources the cause of some concern, and the city's finances have been strengthened in his tenure as administrator. And, given the significant climate change initiatives being currently undertaken, the turmoil of a transition extending over several months in the leadership of the administration could set the city back for a long time.

I urge you to vote no on this resolution, or at a minimum, to vote to table the resolution until there can be more public discussion of why Mr. Lazarus should be terminated and what the consequences of such an action might be publicly explored.

From: [Smith, Chip](#)
To: [Scott Trudeau](#)
Subject: RE: City Administrator Termination
Date: Tuesday, February 18, 2020 11:58:00 PM

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From: Scott Trudeau <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:23 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: City Administrator Termination

Dear Council,

I am dismayed at the resolution sponsored by CM's Eaton & Lumm to terminate Mr Lazarus' employment as City Administrator. He has been a steady hand at City Hall and I've respected his professionalism and commitment to doing his job in good faith in service to the City. The fact that this firing is "without cause" is troubling. Hiring qualified municipal executives in Michigan, in particular, is a [well-known challenge](#). If we can't even articulate a cause, why would we put the City in this position? What competent person would want to take this job?

I understand some of you have been frustrated that City staff isn't sufficiently sycophantic to the bidding of Council. In my view, in every case that staff or Mr Lazarus has been attacked by Councilmembers, Mr Lazarus has supported his staff in acting with professional integrity. Under Lazarus, staff have based their recommendations rooted in their areas of expertise and upon the many policy goals and plans previously approved by Council. This doesn't mean I always think staff does the exact thing I would prefer or offers the perfect solution to any issue, but I do believe under Mr Lazarus leadership staff is both doing an excellent job and has established a supportive culture of continual improvement at City Hall. I admire his steady, sober and effective leadership.

Furthermore, it is unreasonable & unethical to expect professional civil servants to recommend actions that will not achieve the goals also articulated by Council (or would violate legal obligations of the City). When the agreed upon policy goals & subsequent actions are misaligned, it is healthy that there is pushback on the actions from hired experts. This is exactly the kind of loyalty you should value: a loyalty to principle & policy goals, not to whatever is politically convenient to currently sitting elected officials.

This action will do considerable damage to the efficacy of running our City government. Any vote to support this is unconscionably reckless.

Scott Trudeau
Ward 1

From: [Smith, Chip](#)
To: [Keri Bruggink](#)
Subject: RE: Why is the City Council considering firing Howard Lazarus?
Date: Tuesday, February 18, 2020 11:58:00 PM

Keri,

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Keri Bruggink [REDACTED] >
Sent: Tuesday, February 18, 2020 1:25 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Why is the City Council considering firing Howard Lazarus?

Dear Mr Smith and Mr Ramlawi,

Why has a resolution been added to tonight's City Council agenda to terminate Mr Lazarus? There appears to be no details or rationale included for the firing.

Please do not fire Mr Lazarus, or at the very least, help Ann Arbor residents to understand why this action is being considered.

Thank you.
Keri Bruggink
[REDACTED]

--

Keri Bruggink
[REDACTED]

From: [Smith, Chip](#)
To: [REDACTED]
Subject: RE: City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 11:58:00 PM

Arah,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: [REDACTED] <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:37 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: City Administrator Howard Lazarus

Glad to hear It!

On Tue, Feb 18, 2020 at 1:04 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Arah, I wholeheartedly concur with your thinking! I will not be voting to terminate Mr. Lazarus.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: [REDACTED] <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:26 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: City Administrator Howard Lazarus

Dear Council Members,

I strongly object to firing Mr. Lazarus, as is apparently contemplated. He is a knowledgeable and highly competent public servant and this action will cost the taxpayers \$223,600.00 in severance as well as the not inconsiderable expense associated with finding and installing a new administrator.

Mr. Lazarus is far from the first to be targeted for removal, but simply the latest. I expect that all council members would be capable of working well with a variety of staff, volunteers and citizens - not all of whom will agree with them.

Why spend at least a quarter of a million dollars to remove an employee when we could instead insist upon courteous and productive work relationships between council, staff, volunteers and citizens.

Thank you for serving our ward and our city.

Best regards,

Arah Jocque



Ann Arbor, MI 48103

From: [Smith, Chip](#)
To: [Susan Westhoff](#)
Subject: RE: Tonight's agenda item regarding our city administrator
Date: Tuesday, February 18, 2020 11:58:00 PM

Share widely,

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February 18, 2020

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Julie Grand
City Council, Ward 3

Chip Smith
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Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Susan Westhoff <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:39 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: Tonight's agenda item regarding our city administrator

Dear city council,

I sincerely hope you're getting a multitude of emails today, from community leaders like myself, upset regarding your last-minute agenda item for this evening's meeting. Your desire to remove Howard Lazarus from office seems misguided from my perspective as a member of our community and a leader of a business in town. I've had the lucky occasion of working with Howard and his staff and always found him to be incredibly thoughtful, insightful, and experienced.

Ann Arbor has benefited for his leadership. If I had the option of making public commentary I'd be happy to say this publicly, unfortunately this proceeded in a way that that is not possible.

I hope you'll reconsider the direction you are heading, and the negative impacts it already has had, and will certainly have if you move forward with removing Mr. Lazarus from his position.

Sincerely, Susan westhoff

Please excuse any brevity, sent from my mobile device

From: [Smith, Chip](#)
To: [Ginny Rogers](#)
Subject: RE: I object to firing Howard Lazarus
Date: Tuesday, February 18, 2020 11:58:00 PM

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Ann Arbor City Council - Ward 5
734-709-2022

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From: Ginny Rogers <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:18 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: I object to firing Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,
Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

From: [Smith, Chip](#)
To: [Matt Catanzarite](#)
Subject: RE: Resolution to fire City Administrator Howard Lazarus
Date: Tuesday, February 18, 2020 11:59:00 PM

Matt,

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February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Matt Catanzarite <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:53 PM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Resolution to fire City Administrator Howard Lazarus

Disappointed is the best way to describe my feeling towards city council at this moment.

I have to ask if the removal of Mr. Lazarus at the cost of no less than \$250,000, without cause is the best move politically and financially. Considering the weight given to fiscal responsibility during City Council meetings I am not sure how Ann Arbor comes out ahead in this.

I am also concerned that a personnel move such as this could negatively impact progress on a number of initiatives that are already in motion, due to "lack of administration". A separation of employment without cause at this level should be preceded by a some sort of plan about how to move ahead.

As a Ann Arbor Resident, I have to ask if this is the intention of members of council to keep the public in the dark regarding last minute resolutions that would have a significant impact on the City.

At this point, eComment on this agenda item is not available...
How exactly does city council intend on representing needs of constituents and the city as a whole without due considerations?

Matthew Catanzarite
[REDACTED]

From: [Smith, Chip](#)
To: [REDACTED]
Subject: RE: Firing City Administrator
Date: Tuesday, February 18, 2020 11:59:00 PM

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February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
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Chip Smith

Ann Arbor City Council - Ward 5
734-709-2022

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From: O'Brien Family <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:58 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Firing City Administrator

Dear Councilmembers and particularly our Ward Representative Ali Ramwali,

We are outraged that you are intending to bring forth and support a resolution to fire our excellent City Administrator Mr. Howard Lazarus this evening.

Mr. Lazarus has been nothing but professional and respectful in the face of months of insults and disparagement from you. Terminating Mr.Lazarus without cause is an insult to the citizens of Ann Arbor, making it AGAIN more difficult for our City to attract and retain highly qualified professional staff to serve our community.

Please do not take this action, if you truly care about Ann Arbor's long term health, we can not afford to constantly drive professional staff away. It costs us in severance and in damaging our reputation as a wonderful place to live and work. Firing Mr.Lazarus for no professional reason but just as a whim to shake things up is irresponsible.

Mr. and Mrs. Bob and Mattie O'Brien
[REDACTED]

From: [Smith, Chip](#)
To: [John Beeson](#)
Subject: RE: Comments for tonight RE: Mr. Lazarus
Date: Wednesday, February 19, 2020 12:00:00 AM

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February 18, 2020

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From: John Beeson <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:35 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Comments for tonight RE: Mr. Lazarus

It would be a short cited error to fire the Administrator and a huge loss for the City. Howard is a competent & dedicated servant. He has been deliberately improving the culture & effectiveness of staff at City Hall. Firing him accomplishes nothing.

I don't see how this will help attract and retain the best to administrate this City and should City Council members vote to remove, I will surely be aware of how we attract bad decision makers (particularly in the next election).

Sincerely,

John



[REDACTED] RA, NCARB, LEED AP BD+C, EBOM, BREEAM, BECxP, CxA+BE
48103
[REDACTED]

"There's a fine line between standing on the shore fishing and looking like an idiot" - Dave Barry

"But if we are designing new buildings in new ways, why shouldn't we preserve old buildings in new ways as well?" - Blair Kamin

"The road to energy independence, economic recovery and reductions in greenhouse gas emissions runs through the Building Sector." - Edward Mazria

"Sustainability is like teenage sex. Everybody says they're doing it, very few people actually are doing it. Those that are doing it are doing it badly." -Aussie architect Andrew Maynard

"There are thousands and thousands of people out there leading lives of quiet, screaming desperation, where they work long, hard hours at jobs they hate to enable them to buy things they don't need to impress people they don't like." - Nigel Marsh

"I think we need to attack the core of the problem, which is that we have an economic system that, by its very nature, will always reward people who make other people's lives worse and punish those who make them better." - David Graeber

From: [Smith, Chip](#)
To: [Johnathon Beals](#)
Subject: RE: Lazarus Employment
Date: Wednesday, February 19, 2020 12:00:00 AM

Mr. Beals, I agree with you completely.

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February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Johnathon Beals [REDACTED] >
Sent: Tuesday, February 18, 2020 12:36 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Lazarus Employment

Hello,

I am writing you as a resident of Ward 5, who is concerned about the last-minute addition, without explanation, of the termination of Howard Lazarus' employment with the city. I urge you to vote against this measure, and to advise your fellow Councilmembers that these kinds of suspicious power-plays are unbecoming of Council. If there is reason for Howard's termination, then we should be given that reason with enough lead time for comment and digesting of the specifics.

Sincerely,

Johnathon Beals
[REDACTED]

From: [Smith, Chip](#)
To: [Christian Simmons](#)
Subject: RE: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus
Date: Wednesday, February 19, 2020 12:01:00 AM

Chris,

I agree. There is no good ending now. Anyway, Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Christian Simmons [REDACTED]
Sent: Tuesday, February 18, 2020 12:05 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus

Councilmembers Smith and Ramlawi;

I am writing to **STRONGLY** urge you to vote against this resolution and agreement. Mr. Lazarus is the epitome of what this community currently needs in a City Administrator, one who is calm, fair, reasoned, and an advocate for the work that staff puts in every day to support the directions given by Council. To conclude anything else, frankly, is a misunderstanding of the role of City Administrator and the role of positions such as yours on City Council. Should this action be taken by the Council, I fear that any competent member of City staff would immediately begin the process of seeking employment elsewhere and I would not blame them. As a current employee of a governmental organization, as well as a former employee at the state and local levels, it would certainly be my first action in response to an action like Council such as this. It demonstrates a desire on the part of City Council to control the day-to-day work of City employees, which has not and never should be the role of a city council. While I certainly have my own disagreements with the Administrator and staff regarding particular actions, I do maintain a belief that the action are driven by a desire to meet the needs of the City as directed by the Council. Where clarity does not exist, it is up to Council to adjust the ordinances that the city staff is charged to administer, not the Administrator to direct staff in contradiction to those ordinances.

Do NOT support this action. It will not end well.

--



**Chris
Simmons**
about.me/cwsjd99



From: [Smith, Chip](#)
To: [Evan Lampe](#)
Subject: RE: Council meeting 02/18/2020
Date: Wednesday, February 19, 2020 12:01:00 AM

Mr. Lampe,

I really appreciate this email,. Would you allow me to read this at an upcoming council meeting?
Thanks you so much in advance.

As you and I are in agreement, I thought I'd share a statement I released along with CMs Grand and Ackerman regarding this travesty:

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our

responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

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The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Evan Lampe [REDACTED]
Sent: Tuesday, February 18, 2020 12:07 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Council meeting 02/18/2020

To the entire Ann Arbor City Council and all it may concern,

I am a lifelong Ann Arbor resident, 53years, 43 years in Ward 2.

I know that our City Manager, Howard Lazarus is doing a fine job and want for him to continue to serve our city well, as he has since 2016.

Sincerely,

Evan G. Lampe

From: [Smith, Chip](#)
To: [Isabelle Winer](#)
Subject: RE: In support of City Administrator
Date: Wednesday, February 19, 2020 12:01:00 AM

Isabelle and Jeff,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Julie Grand
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Chip Smith
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Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Isabelle Winer [REDACTED] >
Sent: Tuesday, February 18, 2020 12:04 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Jeffrey May <jefrober@umich.edu>
Subject: In support of City Administrator

Hi Ali and Chip,

We are Ward 5 residents and wanted to take a moment today to reach out, having seen a report that reps Eaton and Lumm have put forth a proposal to fire the city administrator, Howard Lazarus.

I do not support the firing of Howard Lazarus generally, but particularly in light of a complete lack of public discussion on either Eaton or Lumm's part for the justification to do so, outside of broad disagreements on the future of this city, hurt feelings that he is being open about the difficulties he has had with city council, or frustrations that they sit on a city council in a place where power has been consolidated to the city administrator.

If there is a good, specific reason, then a case needs to be made to the citizens of Ann Arbor. But considering he is being fired without cause and would get 200k+ in severance, it appears this is more about disagreements on priorities as opposed to a fire-able offense. If you feel otherwise, I would be open to hearing your thoughts.

Please vote against his firing.

Thank you both for the time and commitment you put into our city,
Isabelle Winer & Jeff May

From: [Smith, Chip](#)
To: [Sarah Briggs](#)
Subject: RE: City Council Resolution 20-0308-Lazarus termination
Date: Wednesday, February 19, 2020 12:02:00 AM

Sarah,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Sarah Briggs [REDACTED]
Sent: Tuesday, February 18, 2020 10:56 AM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: City Council Resolution 20-0308-Lazarus termination

Dear Mayor and my council representatives-

I was horrified and saddened to read the resolution to fire our city administrator. I urge you to be voices of reason in voting against such action.

Looking at the A2gov webpages I am struck by the first tip to folks like you--

Act courteously during meetings and treat other members of the body, the public, and City staff with respect. Disagreements are inevitable, but appointees should remain civil and focus on issues rather than personal differences

In recent months I have seen efforts by some council members to attempt to micromanage city staff and instances of actual incivility to Lazarus who has not responded in kind.

City council needs to step back, take a deep breath, focus on policies to help this city move forward and let Lazarus do his job without harassment.

Thank you.
Sarah Briggs
[REDACTED]

From: [Smith, Chip](#)
To: [Barbara Lucas](#)
Subject: RE: Howard Lazarus
Date: Wednesday, February 19, 2020 12:02:00 AM

Barbara,
Here's the joint statement CMs Ackerman, Grand and I just released.
February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus without cause. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

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ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Zachary Ackerman
City Council, Ward 3 Julie Grand
City Council, Ward 3 Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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

From: Barbara Lucas <[REDACTED]>
Sent: Tuesday, February 18, 2020 10:36 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Howard Lazarus

Dear Mayor and Council,

I hear that tonight you will be discussing a proposal to replace our city administrator. For the record, with the information that the public has currently, I definitely would not support such an action.

Sincerely,

Barbara Lucas
[REDACTED]

From: [Smith, Chip](#)
To: [Erich Zechar](#)
Subject: RE: No on DC-8
Date: Wednesday, February 19, 2020 12:02:00 AM

Erich,

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February 18, 2020

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City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
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Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Erich Zechar <[REDACTED]>
Sent: Tuesday, February 18, 2020 11:15 AM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: No on DC-8

Hello council

I am a ward 2 resident and I urge you to vote NO on DC-8 tonight. I don't believe it is in our city's best interest to fire our capable and competent city administrator Howard Lazarus.

Huge personnel decisions like this should not be taken lightly, with full public disclosure of the reasoning behind them. Sneaking it in without demonstrating just cause as a last-minute addition to tonight's city council meeting is poor governance, and certainly has the appearance of political retribution.

I urge you to vote against this resolution.

Erich Zechar
[REDACTED]

From: [Priscilla Cheever](#)
To: [Smith, Chip](#)
Cc: [Ramlawi, Ali](#)
Subject: Re: Administrator Lazarus
Date: Wednesday, February 19, 2020 12:02:40 AM

I hope Council will give much more consideration to promoting from within, rather than another expensive nation wide search resulting in another short timer with little connection to the community. Surely we have experienced, talented people who should be considered.

On Tue, Feb 18, 2020, 11:50 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Received.

From: Priscilla Cheever <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:57 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Subject: Administrator Lazarus

I support the consent item agenda to be done with Howard Lazarus. He may have been cleared in the HR mess but he works in City Hall and should have known. Why did employees have to go to Council?

I am very troubled about the suspension of the new Police Chief. The administrator should have made sure he did not have issues at his old job that carried forward.

I wish Lazarus had gotten the Gainesville job and ended the misery that way but he did not-- they did their due diligence and trashing your current boss is never a good look. Lazarus wants out. I am sorry to have to pay him off, but he is not responsive to Council, only the Mayor and that just does not work.

Time to move on.

From: [Grand, Julie](#)
To: [Julie Roth](#)
Subject: Re: Lazarus firing
Date: Wednesday, February 19, 2020 12:02:55 AM

Julie,

I thought you were incredibly articulate and sincere. Like you, I hoped to avoid factions on council. However, the behavior that you witnessed this evening is not new and has made it next to impossible to work with many of my colleagues in a constructive manner.

While I have and will continue to vote with 3 of my colleagues more than others, I hope I can assure you that we do not engage in group think. We share many common values, but I have never been told by any of them how to vote. When we disagree, we move on with respect for one another.

I truly appreciate your courage this evening.

Julie

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 10:35 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Re: Lazarus firing

Well, obviously I'm massively disappointed. I'm usually a good public speaker, but tonight I was so shaken up that I couldn't get my thoughts out clearly. What I failed to add is this:

You do realize, don't you, that city staff LOVE working for Mr. Lazarus, right? And that we have phenomenal people working for our city? So, what do you think is going to happen now? How many of those amazing folks are going to leave within the year? Just take a few minutes to think about that.

This was a colossally stupid decision. Mr. Lazarus in an invaluable asset who did fantastic work.

I am so disappointed in city council. And I'm disappointed in my own naiveté, thinking that we could rise above factions and act independently and make reasonable decisions.

I agree with the speaker tonight who said that the only good that might come from this is the activation of citizens who are mortified by it. Count me in.

Julie

On Feb 18, 2020, at 1:54 PM, Julie Roth <[REDACTED]> wrote:

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue.

As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture.

Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Smith, Chip](#)
To: [Priscilla Cheever](#)
Cc: [Ramlawi, Ali](#)
Subject: RE: Administrator Lazarus
Date: Wednesday, February 19, 2020 12:03:00 AM

Again. I disagree with you. Good night Ms. Cheever. Best wishes.

From: Priscilla Cheever <[REDACTED]>
Sent: Wednesday, February 19, 2020 12:02 AM
To: Smith, Chip <ChSmith@a2gov.org>
Cc: Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Re: Administrator Lazarus

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Time to move on.

From: [susan bryan](#)
To: [Ramlawi, Ali](#); [Smith, Chip](#)
Subject: Don't fire the city administrator
Date: Wednesday, February 19, 2020 12:05:06 AM

Hi Council members,

I live in the fifth ward and would urge you to not fire the city administrator for political reasons. It is unwise to base the hiring and firing of staff on politics winds, but keep it in the realm of a professional job.

Thanks for your work, and thoughtfulness.

Susan Bryan



Ann Arbor, MI 48103

From: [Hayner, Jeff](#)
To: [CityCouncil](#)
Cc: [Postema, Stephen](#)
Subject: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 12:07:00 AM

Dear Council Colleagues,

As a voter on the prevailing side of DC-8 I am exercising my right to call for reconsideration of DC-8, Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus. I know that this will likely not change the outcome of the vote, but I feel that the process was lacking in clarity, and that the discussion surrounding the reasons behind the creation of this separation agreement was, perhaps necessarily, brief and unsatisfying. At the very least we owe the residents and city staff the opportunity to comment on this decision that effects all of us.

Sincerely,

Jeff Hayner
Ward 1 City Council

P.S. The above letter was written immediately following the roll-call vote, and my intention was shared with some of you, and with our parliamentarian. The fact that the deed was done before it even reached my seat does not sit well with me; such are the vagaries of the rotation. I have been told that reconsideration is not possible without a set of approvals and other contractual doings which are not likely to occur. Still, I feel it is my responsibility to request such a reconsideration, if for no other reason than the actions taken tonight put many of our projects and goals in jeopardy. I'm very unhappy with this decision, the timing of this resolution (immediately prior to our budget cycle, our evaluation process, and the receipt of the modified Consent Agreement from Gelman), and the seeming lack of cause. I recognize that I was not privy to all the meetings and negotiations as those were done in the Administration Committee, and so I might not have all the facts before me. It just feels wrong. I urge one of you to join me in this reconsideration, and afterwards help me develop a plan for improving our personal and joint working relationships with the City Administrator. If the only change is that we vote again and I get to say "No", so be it.

From: [Christian Simmons](#)
To: [Smith, Chip](#)
Subject: Re: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus
Date: Wednesday, February 19, 2020 12:07:18 AM

I appreciate it, and saw the joint response on Twitter earlier. As a 5th Ward resident I'm concerned that this will continue to degrade efforts on housing affordability that will likely cause me to move out of the city this summer. As the getDowntown Program Director, I'm very concerned about the impact this will have on the downtown infrastructure changes necessary to move 80,000 daily commuters away from single occupant vehicles (my personal take, not an official position of AAATA or other partners). But, the sun will shine and we will continue our work.

Thank you for your efforts here and in continuing to call out the inappropriate behavior of others on Council through the remainder of your term.

On Wed, Feb 19, 2020 at 12:01 AM Smith, Chip <ChSmith@a2gov.org> wrote:

Chris,

I agree. There is no good ending now. Anyway, Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus

without cause. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council

members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there’s the simple fact that if this Council majority wanted to change city policies they dislike, there’s a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can’t get broad

support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Christian Simmons <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:05 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: File #20-0308 Resolution to Conclude Employment Agreement with Howard Lazarus

Councilmembers Smith and Ramlawi;

I am writing to **STRONGLY** urge you to vote against this resolution and agreement. Mr. Lazarus is the epitome of what this community currently needs in a City Administrator, one who is calm, fair, reasoned, and an advocate for the work that staff puts in every day to support the directions given by Council. To conclude anything else, frankly, is a misunderstanding of the role of City Administrator and the role of positions such as yours on City Council. Should this action be taken by the Council, I fear that any competent member of City staff would immediately begin the process of seeking employment elsewhere and I would not blame them. As a current employee of a governmental organization, as well as a former employee at the state and local levels, it would certainly be my first action in response to an action like Council such as this. It demonstrates a desire on the part of City Council to control the day-to-day work of City employees, which has not and never should be the role of a city council. While I certainly have my own disagreements with the Administrator and staff regarding particular actions, I do maintain a belief that the action are driven by a desire to meet the needs of the City as directed by the Council. Where clarity does not exist, it is up to Council to adjust the ordinances that the city staff is charged to administer, not the Administrator to direct staff in contradiction to those ordinances.

Do NOT support this action. It will not end well.

--

**Chris
Simmons**



about.me/cwsjd99



--

From the road.

From: [Daniel Rubenstein](#)
To: [Smith, Chip](#)
Subject: Re: City Administrator
Date: Wednesday, February 19, 2020 12:10:10 AM

I felt the same about the ballot caption.

On Tue, Feb 18, 2020, 11:56 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Agreed. This was unacceptable though. Beyond the pale.

From: Daniel Rubenstein <[REDACTED]>
Sent: Tuesday, February 18, 2020 11:55 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: City Administrator

Lol. Thanks for the reply, Chip.

Last election for me was about the voice of the people on the library lot. The red line for me was the ballot caption. But I am not happy with a lot of what I'm seeing from Jack Eaton either.

I think a lot of citizens feel caught in the crossfire. I think a big problem is a win at all costs mentality, national political culture writ small. We must emerge on the other side at some point. We must.

Dan

On Tue, Feb 18, 2020, 11:31 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Daniel – unusual as it is, I completely agree with you. I'm disgusted by this turn of events.

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Daniel Rubenstein <[REDACTED]>
Sent: Tuesday, February 18, 2020 5:37 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: City Administrator

I am registering my strong objection to terminating Howard Lazarus tonight. This merits further discussion with the public. It cannot be so bad that he cannot be retained through his contract, saving taxpayers over a quarter of a million dollars. Particularly because you admit it is without cause.

Sincerely,

Daniel Rubenstein

[REDACTED] Ann Arbor, MI 48103

From: [Corky W](#)
To: [Ramlawi, Ali](#)
Subject: Re: Lazarus termination?
Date: Wednesday, February 19, 2020 12:10:13 AM

I just read Taylor's summary of this. I believe political scheming has happened, I am incensed.

On Tue, Feb 18, 2020, 11:19 PM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:
Corky.

I wish I could elaborate more without jeopardizing the state of legal affairs. It's my experience and opinion that it takes a lot of small steps to reach this position of impasse and requires a change of significant direction.

The 2 major points of my decision making stand out.

1 - the results of the annual council review of the City Administrator
2- The disparaging character assessment of A2 city council that Mr. Lazarus submitted in his application to Gainesville Fl.

In addition to that, there is more I cannot share at this time.

I did not want this day to happen and spent my first 15 months from making it NOT happen.

I hope this at least helps a little

Respectfully
CM Ramlawi

Sent from my iPad

On Feb 18, 2020, at 11:07 PM, Corky W <[REDACTED]> wrote:

You voted yay. Before I say I wholly regret voting for you I will give you the opportunity to explain why you voted to fire Lazarus. I will share what you do and don't say on my feed.

Corky

On Tue, Feb 18, 2020, 12:03 PM Corky W <[REDACTED]> wrote:
Hi Ali,

I am extremely concerned about what has been revealed via FOIA release of emails and the potential of removal of Lazarus. I dearly hope you are not on board with these wildly troubling machinations.

I will choose to believe you would never consider voting to fire Lazarus, especially for the purpose of getting a 'new trainable puppy' who Eaton and company could mold to their liking. Do not align yourself with this. This is some nasty stuff bubbling up, so upset our council has city powers have it going on.

Thank you.
Corky

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Lumm, Jane](#)
To: [Brad Pritts; jack@jackeatonformayor.com](mailto:jack@jackeatonformayor.com)
Cc: [Eaton, Jack](#)
Subject: RE: Congrats
Date: Wednesday, February 19, 2020 12:10:17 AM

Thank you very much, Brad! Greatly appreciate your words of support, and do very much believe a change in leadership is in the City's best interests.

The resignation of former Administrator Steve Powers led to our CFO's appointment for ~ 9 months as the Acting City Administrator. Our CFO very capably led the City in this capacity, and so confident that there will not be a vacuum at the leadership helm. We've actually done this many times before (I've experienced the resignation of 4 previous City Administrator's) and every time the city staff have stepped up to fill the void, so confident we will continue to fulfill our responsibilities as required. Frankly, not particularly eager to resume a new search – need the dust to settle and allow the senior staff to do what they do well. Happy to discuss and thanks so much for reaching out so supportively.

Kind regards, Jane

From: Brad Pritts [REDACTED]
Sent: Saturday, February 15, 2020 10:40 AM
To: Lumm, Jane <JLumm@a2gov.org>; jack@jackeatonformayor.com
Subject: Congrats

Well played on the move with Mr. Lazarus. Now let's get an effective replacement!

--

Brad Pritts
[REDACTED]

From: [Anthony Pinnell](#)
To: [Smith, Chip](#)
Subject: Re: RE: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you
Date: Wednesday, February 19, 2020 12:12:30 AM

Chip! Thanks for writing this. I will spread this around. Time for action.
Tony

--

Sent from my Android phone with GMX Mail. Please excuse my brevity.

On 2/18/20, 23:27 "Smith, Chip" <ChSmith@a2gov.org> wrote:

[Share this widely:](#)

- here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of

their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City

Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

From: Anthony Pinnell [REDACTED]

Sent: Tuesday, February 18, 2020 5:45 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be

showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

[REDACTED]
Ann Arbor, Michigan 48104
tel.: [REDACTED]
e-mail: [REDACTED]

From: [Lumm, Jane](#)
To: [Hayner, Jeff](#)
Cc: [Postema, Stephen](#); [Eaton, Jack](#); [Griswold, Kathy](#); [Ramlawi, Ali](#)
Subject: RE: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 12:15:17 AM

Good evening, Jeff,

The next council meeting is March 2nd, and Mr. Lazarus' separation agreement established his last day is Feb. 29th. Perhaps Mr. Postema did not call this to your attention? Needless to say, I do not think this would serve anyone, especially Mr. Lazarus. You were the 7th vote, revisiting this will not change the outcome.

Jane

From: Hayner, Jeff <JHayner@a2gov.org>
Sent: Wednesday, February 19, 2020 12:07 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>
Subject: Reconsideration of DC-8 - Privileged Personnel Matters

Dear Council Colleagues,

As a voter on the prevailing side of DC-8 I am exercising my right to call for reconsideration of DC-8, Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus. I know that this will likely not change the outcome of the vote, but I feel that the process was lacking in clarity, and that the discussion surrounding the reasons behind the creation of this separation agreement was, perhaps necessarily, brief and unsatisfying. At the very least we owe the residents and city staff the opportunity to comment on this decision that effects all of us.

Sincerely,

Jeff Hayner
Ward 1 City Council

P.S. The above letter was written immediately following the roll-call vote, and my intention was shared with some of you, and with our parliamentarian. The fact that the deed was done before it even reached my seat does not sit well with me; such are the vagaries of the rotation. I have been told that reconsideration is not possible without a set of approvals and other contractual doings which are not likely to occur. Still, I feel it is my responsibility to request such a reconsideration, if for no other reason than the actions taken tonight put many of our projects and goals in jeopardy. I'm very unhappy with this decision, the timing of this resolution (immediately prior to our budget cycle, our evaluation process, and the receipt of the modified Consent Agreement from Gelman), and the seeming lack of cause. I recognize that I was not privy to all the meetings and negotiations as those

were done in the Administration Committee, and so I might not have all the facts before me. It just feels wrong. I urge one of you to join me in this reconsideration, and afterwards help me develop a plan for improving our personal and joint working relationships with the City Administrator. If the only change is that we vote again and I get to say "No", so be it.

From: [Lumm, Jane](#)
To: [Hayner, Jeff](#)
Cc: [Postema, Stephen](#); [Eaton, Jack](#); [Griswold, Kathy](#); [Ramlawi, Ali](#)
Subject: RE: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 12:15:18 AM

Good evening, Jeff,

The next council meeting is March 2nd, and Mr. Lazarus' separation agreement established his last day is Feb. 29th. Perhaps Mr. Postema did not call this to your attention? Needless to say, I do not think this would serve anyone, especially Mr. Lazarus. You were the 7th vote, revisiting this will not change the outcome.

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From: [Hayner, Jeff](#)
To: [Lumm, Jane](#)
Subject: RE: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 12:19:06 AM

I'm well aware of that deadline, one of the stipulations was that in order to reconsider Mr. Lazarus would have to agree to same. I doubt he will do that, after all, he's walking with almost \$300K. The minority vote on this resolution did him no favors by voting no, as far as job searches go, I get it. It still sucks.

Jeff

From: Lumm, Jane <JLumm@a2gov.org>
Sent: Wednesday, February 19, 2020 12:15 AM
To: Hayner, Jeff <JHayner@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: RE: Reconsideration of DC-8 - Privileged Personnel Matters

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From: [Evan Lampe](#)
To: [Smith, Chip](#)
Subject: Re: Council meeting 02/18/2020
Date: Wednesday, February 19, 2020 12:21:57 AM

Council member Smith,

You are certainly welcome to read my email regarding my support of Mr. Lazarus at an upcoming council meeting, and for that matter, any other occasion.

I am extremely disappointed, as I believe you are, that things didn't work out for the best tonight with this matter. I appreciate you and the others who are working for what's best for our city.

Thank you,

Evan G. Lampe

On Wed, Feb 19, 2020, 12:01 AM Smith, Chip <ChSmith@a2gov.org> wrote:

Mr. Lampe,

I really appreciate this email,. Would you allow me to read this at an upcoming council meeting?
Thanks you so much in advance.

As you and I are in agreement, I thought I'd share a statement I released along with CMs Grand and Ackerman regarding this travesty:

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Evan Lampe <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:07 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Council meeting 02/18/2020

To the entire Ann Arbor City Council and all it may concern,

I am a lifelong Ann Arbor resident, 53years, 43 years in Ward 2.

I know that our City Manager, Howard Lazarus is doing a fine job and want for him to continue to serve our city well, as he has since 2016.

Sincerely,

Evan G. Lampe

From: [Hayner, Jeff](#)
To: [Hayner, Jeff](#)
Subject: FW: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 1:22:24 AM

From: Hayner, Jeff
Sent: Wednesday, February 19, 2020 12:07 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Stephen Postema (SPostema@a2gov.org) <SPostema@a2gov.org>
Subject: Reconsideration of DC-8 - Privileged Personnel Matters

Dear Council Colleagues,

As a voter on the prevailing side of DC-8 I am exercising my right to call for reconsideration of DC-8, Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus. I know that this will likely not change the outcome of the vote, but I feel that the process was lacking in clarity, and that the discussion surrounding the reasons behind the creation of this separation agreement was, perhaps necessarily, brief and unsatisfying. At the very least we owe the residents and city staff the opportunity to comment on this decision that effects all of us.

Sincerely,

Jeff Hayner
Ward 1 City Council

P.S. The above letter was written immediately following the roll-call vote, and my intention was shared with some of you, and with our parliamentarian. The fact that the deed was done before it even reached my seat does not sit well with me; such are the vagaries of the rotation. I have been told that reconsideration is not possible without a set of approvals and other contractual doings which are not likely to occur. Still, I feel it is my responsibility to request such a reconsideration, if for no other reason than the actions taken tonight put many of our projects and goals in jeopardy. I'm very unhappy with this decision, the timing of this resolution (immediately prior to our budget cycle, our evaluation process, and the receipt of the modified Consent Agreement from Gelman), and the seeming lack of cause. I recognize that I was not privy to all the meetings and negotiations as those were done in the Administration Committee, and so I might not have all the facts before me. It just feels wrong. I urge one of you to join me in this reconsideration, and afterwards help me develop a plan for improving our personal and joint working relationships with the City Administrator. If the only change is that we vote again and I get to say "No", so be it.

From: [Ginny Rogers](#)
To: [Smith, Chip](#)
Subject: Re: I object to firing Howard Lazarus
Date: Wednesday, February 19, 2020 12:23:25 AM

Thank you Chip.

On Tue, Feb 18, 2020 at 11:58 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Share widely,

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February 18, 2020

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this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

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Your neighbors,

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City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: Ginny Rogers <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:18 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: I object to firing Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator Howard Lazarus. If successful, I think this will be highly disruptive and demoralizing and will have a very negative impact at a crucial time. Additionally, adding this item to the agenda at the very last minute, appears to be an attempt to prevent members of the public from having a say in the matter, and that really smells fishy.

What a blow it will be to fire the administrator at this critical point in time when the Sustainability Office is working feverishly to complete our carbon neutrality plan, as directed by City Council in November. I expect this move will make it even more difficult to attract a competent replacement.

I believe this plan is foolish and misguided, and I urge you to vote NO.

Sincerely,

Ginny Rogers, Ward 4

[REDACTED]

--

Ginny Rogers

Group Leader, [Ann Arbor Chapter](#)

[Citizens' Climate Lobby](#)

[REDACTED]

[Learn about the Energy Innovation and Carbon Dividend Act](#)

--

Ginny Rogers
Group Leader, [Ann Arbor Chapter](#)
[Citizens' Climate Lobby](#)



[Learn about the Energy Innovation and Carbon Dividend Act](#)

From: [REDACTED]
To: [Ramlawi, Ali](#)
Subject: Why did you vote to fire the city administrator?
Date: Wednesday, February 19, 2020 12:37:44 AM

This is my second email to you. I received no response on the first.
Paul Estenson
Sent from my iPad

From: [Lumm, Jane](#)
To: [Hayner, Jeff](#)
Subject: Re: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 12:39:49 AM

Mr. Lazarus made it abundantly clear that he does not agree with the new direction of council the electorate delivered to him -- he stated as much in his Gainesville application. The Administrator should be politically agnostic.

Council sets policy, and the City Administrator implements that policy direction. We must respect our mutual roles, as defined by the City Charter.

Yes, Mr. Lazarus' employment agreement requires a year's severance which is generous. Remember, the Mayor's Oct. 19th proposal that was to be presented council (had he garnered sufficient support) would have resulted in substantially increasing Mr. Lazarus' compensation to a level comparable to or in excess of the Gainesville City Mgr's. salary (\$275K).

I am certain Mr. Lazarus will, again, rely upon CM Smith, Dr., Stultz, et. al. to provide him supportive references, and wish him well.

Jane

Sent from my iPhone

On Feb 19, 2020, at 12:19 AM, Hayner, Jeff <JHayner@a2gov.org> wrote:

I'm well aware of that deadline, one of the stipulations was that in order to reconsider Mr. Lazarus would have to agree to same. I doubt he will do that, after all, he's walking with almost \$300K. The minority vote on this resolution did him no favors by voting no, as far as job searches go, I get it. It still sucks.

Jeff

From: Lumm, Jane <JLumm@a2gov.org>
Sent: Wednesday, February 19, 2020 12:15 AM
To: Hayner, Jeff <JHayner@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: RE: Reconsideration of DC-8 - Privileged Personnel Matters

Good evening, Jeff,

The next council meeting is March 2nd, and Mr. Lazarus' separation agreement established his last day is Feb. 29th. Perhaps Mr. Postema did not call this to your attention? Needless to say, I do not think this would serve anyone, especially Mr.

Lazarus. You were the 7th vote, revisiting this will not change the outcome.

Jane

From: Hayner, Jeff <JHayner@a2gov.org>
Sent: Wednesday, February 19, 2020 12:07 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>
Subject: Reconsideration of DC-8 - Privileged Personnel Matters

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From: [Katherine Rooney](#)
To: [Smith, Chip](#)
Subject: Re: Howard Lazarus
Date: Wednesday, February 19, 2020 12:42:03 AM

Hi Chip,

I appreciate your response and everything you do. Here's to hoping that voters pay attention and take this into consideration in March. Looking forward to voting against Jack Eaton (again).

Best,

Kate

On Feb 18, 2020, at 11:34 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Kate, I completely agree with everything you shared. In fact, - here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward
3

Julie Grand
City Council, Ward
3

Chip Smith
City Council, Ward
5

From: Kate Rooney [REDACTED]
Sent: Tuesday, February 18, 2020 5:18 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Re: Howard Lazarus

Hello,

I am writing again as I was just informed of the last minute resolution introduced to fire Howard Lazarus. I am appalled by the way this is being handled, without time for input or recourse. I have heard nothing but positive things about the city administrator and hope that this resolution will not be passed. I vehemently oppose the firing of City Administrator Howard Lazarus and will be keeping these votes in mind in the upcoming election.

Sincerely,

Kate Rooney

From: [Richard Wallace](#)
To: [Ramlawi, Ali](#)
Subject: your idiocy
Date: Wednesday, February 19, 2020 12:44:21 AM

Dear asshole,

Can a person actually be as stupid as you have demonstrated in your vote to flush \$275,000 of taxpayer money, some of that mine, down the toilet to fire the solidly performing city manager, especially when we need a trained engineer to take on the Gelman case? You are an embarrassment to your office and repeatedly fail to represent the citizens of the Fifth Ward. As one of those citizens, I will spare no expense or effort to have you recalled as soon as legally possible.

Fuck you Mr. Trump junior,

--

Richard Wallace

From: [Hicks, Mark](#)
To: [Bannister, Anne](#)
Subject: Ann Arbor council vote
Date: Wednesday, February 19, 2020 1:44:28 AM

Hello. This is Mark Hicks, a reporter at The Detroit News. I am contacting you regarding the Ann Arbor City Council voting tonight to terminate the contract for City Administrator Howard Lazarus. Would you be able to reach us for a brief phone interview or statement on this decision and the steps to find a replacement? I realize this is late and short notice, but any help would be greatly appreciated and better inform our readers. Thank you for your time.

Mark Hicks
Reporter, The Detroit News
Phone: (313) 222-2117
Email: mhicks@detroitnews.com

From: [Hicks, Mark](#)
To: [Griswold, Kathy](#)
Subject: Detroit News request
Date: Wednesday, February 19, 2020 1:45:59 AM

Hello. This is Mark Hicks, a reporter at The Detroit News. I am contacting you regarding the Ann Arbor City Council voting tonight to terminate the contract for City Administrator Howard Lazarus. Would you be able to reach us for a brief phone interview or statement on this decision and the steps to find a replacement? I realize this is late and short notice, but any help would be greatly appreciated and better inform our readers. Thank you for your time.

Mark Hicks
Reporter, The Detroit News
Phone: (313) 222-2117
Email: mhicks@detroitnews.com

From: [Mary G](#)
To: [Smith, Chip](#)
Subject: Re: Vote no to fire City Administrator Howard Lazarus
Date: Wednesday, February 19, 2020 12:47:31 AM

I'm so discouraged and confused. When I last spoke to Kathy Griswold, she made references to the old council and the new, without ever coming out and saying what exactly she was talking about, even when directly asked. Twice.

Jane Lumm's email response is similarly ambiguous: "Prior to the 2018 election, some of us also expressed and shared concerns about various policy directives and the implementation outcomes (the City Administrator is charged with implementation of council policy directives) informally, publicly, and formally through previous performance reviews."

What exactly does that MEAN??? I rarely feel as stupid as when I try to talk to either of them because there's a style of communication that tries to sound like they're informing you and letting you in on details of their thought processes, when in reality they've told you absolutely nothing. Everything is obtuse. God I hate politics, or at least this non-transparent, "political" kind of politics.

I would never want to be on City Council, so I appreciate all you do for the community.

Mary

On Feb 18, 2020, at 11:46 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Mary,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On

February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior

public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there’s the simple fact that if this Council majority wanted to change city policies they dislike, there’s a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous

policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward
3

Chip Smith
City Council, Ward
5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information

Act (FOIA).

From: MG <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote no to fire City Administrator Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive. An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

"You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make."

-Jane Goodall

From: [Tom Ward](#)
To: [Griswold, Kathy](#)
Subject: Extreme Displeasure
Date: Wednesday, February 19, 2020 5:40:35 AM

Hello,

I am writing to express my extreme displeasure over the city council's decision to fire Mr. Lazarus. As a resident in your ward, this was a shocking and embarrassing representation of my democratic beliefs and what's good and right for the city of Ann Arbor. The manner in which this was done was truly unprofessional.

Please do better. You represent actual people. Highly educated, hard working people that deserve response and reasoned argumentation for your actions. You must answer for this, and publicly, if you are to win back any support you once had from myself or friends and colleagues who also live in this ward.

Sincerely
Tom Ward
Geddes Lake resident

From: [Regan Mcburney](#)
To: [Ackerman, Zach](#)
Subject: Vote on cut administrator
Date: Wednesday, February 19, 2020 5:58:03 AM

Always vote,

Regan McBurney

[Sent from Yahoo Mail on Android](#)

From: [Regan Mcburney](#)
To: [Grand, Julie](#)
Subject: Vote in city administrator
Date: Wednesday, February 19, 2020 5:59:41 AM

Thanks for voting no in last night's shameful abuse of power. Please let the others know that A2 is a close knit city and they will be spoken of and residents will take action in the next election to remove from office.

Always a voter,
Regan McBurney

[Sent from Yahoo Mail on Android](#)

From: [Bebe Zuniga-Valentino](#)
To: [Bannister, Anne](#)
Subject: City administrator
Date: Wednesday, February 19, 2020 6:21:29 AM

Dear Anne,

I'm interested in hearing your reasoning for voting to fire the City administrator.

Thank you,

Bebe zuniga-valentino

--

Sent from my mobile device. Please forgive brevity & typos.

From: [Julie Roth](#)
To: [Hayner, Jeff](#)
Subject: Re: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 6:26:09 AM

Thank you for your bravery.
Keep me posted.
May I share this?

Sent from my iPhone

On Feb 19, 2020, at 1:22 AM, Hayner, Jeff <JHayner@a2gov.org> wrote:

From: Hayner, Jeff
Sent: Wednesday, February 19, 2020 12:07 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Stephen Postema (SPostema@a2gov.org) <SPostema@a2gov.org>
Subject: Reconsideration of DC-8 - Privileged Personnel Matters

Dear Council Colleagues,

As a voter on the prevailing side of DC-8 I am exercising my right to call for reconsideration of DC-8, Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus. I know that this will likely not change the outcome of the vote, but I feel that the process was lacking in clarity, and that the discussion surrounding the reasons behind the creation of this separation agreement was, perhaps necessarily, brief and unsatisfying. At the very least we owe the residents and city staff the opportunity to comment on this decision that effects all of us.

Sincerely,

Jeff Hayner
Ward 1 City Council

P.S. The above letter was written immediately following the roll-call vote, and my intention was shared with some of you, and with our parliamentarian. The fact that the deed was done before it even reached my seat does not sit well with me; such are the vagaries of the rotation. I have been told that reconsideration is not possible without a set of approvals and other contractual doings which are not likely to occur. Still, I feel it is my responsibility to request such a reconsideration, if for no other reason than the actions taken tonight put many of our projects and goals in jeopardy. I'm very unhappy with this decision, the timing of this resolution (immediately prior to our budget cycle, our evaluation process, and the receipt of the modified Consent

Agreement from Gelman), and the seeming lack of cause. I recognize that I was not privy to all the meetings and negotiations as those were done in the Administration Committee, and so I might not have all the facts before me. It just feels wrong. I urge one of you to join me in this reconsideration, and afterwards help me develop a plan for improving our personal and joint working relationships with the City Administrator. If the only change is that we vote again and I get to say "No", so be it.

From: [Lazarus, Howard](#)
To: [Peter Houk](#)
Subject: RE: contract termination agreement
Date: Wednesday, February 19, 2020 6:37:00 AM

Peter:

Thank you for your kind words. The City has an exceptional cadre of leadership and a motivated staff. I am grateful for the time I had to serve as your City Administrator, and look forward to seeing friendly faces around town as my partner and I look to see what lies around the bend.

All my best,

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Peter Houk [REDACTED]
Sent: Wednesday, February 19, 2020 6:27 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: contract termination agreement

Hi Howard. I would like to propose the idea that by signing the contract termination agreement that council passed last night (with the non-disparagement clauses), you will be enabling their bad behavior and passing it along to your successor and residents like me. I encourage you to ask for a revised agreement.

Thanks for all you have accomplished while you were here. I am sorry to see you go. Good luck on your next endeavor.

Take care

Peter Houk

From: [Julie Roth](#)
To: [Grand, Julie](#)
Subject: Re: Lazarus firing
Date: Wednesday, February 19, 2020 6:46:01 AM

Thanks for reaching out Julie.

I am usually a good public speaker but I was so furious I couldn't see straight. At least now I know the truth of those folks, and very clearly who to support.

I am so sad for Mr. Lazarus, his staff who love him, and for all of us as a city.

Julie

Sent from my iPhone

On Feb 19, 2020, at 12:02 AM, Grand, Julie <JGrand@a2gov.org> wrote:

Julie,

I thought you were incredibly articulate and sincere. Like you, I hoped to avoid factions on council. However, the behavior that you witnessed this evening is not new and has made it next to impossible to work with many of my colleagues in a constructive manner.

While I have and will continue to vote with 3 of my colleagues more than others, I hope I can assure you that we do not engage in group think. We share many common values, but I have never been told by any of them how to vote. When we disagree, we move on with respect for one another.

I truly appreciate your courage this evening.

Julie

From: Julie Roth <[REDACTED]>
Sent: Tuesday, February 18, 2020 10:35 PM
To: CityCouncil <CityCouncil@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Re: Lazarus firing

Well, obviously I'm massively disappointed.

I'm usually a good public speaker, but tonight I was so shaken up that I couldn't get my thoughts out clearly.

What I failed to add is this:

You do realize, don't you, that city staff LOVE working for Mr. Lazarus, right?
And that we have phenomenal people working for our city?
So, what do you think is going to happen now?
How many of those amazing folks are going to leave within the year? Just take a few minutes to think about that.

This was a colossally stupid decision. Mr. Lazarus is an invaluable asset who did fantastic work.

I am so disappointed in city council. And I'm disappointed in my own naiveté, thinking that we could rise above factions and act independently and make reasonable decisions.

I agree with the speaker tonight who said that the only good that might come from this is the activation of citizens who are mortified by it. Count me in.

Julie

On Feb 18, 2020, at 1:54 PM, Julie Roth
<[REDACTED]> wrote:

Hello, City Council.

I am writing about an agenda item that has been added to tonight's meeting at the last minute — the firing of the City Administrator.

I have been helping out with the city's carbon neutrality effort, A2Zero. Mr. Lazarus has been supportive, engaged and knowledgeable in regards to this issue. As you know, we are almost ready to present the plan to city council, and this is simply a horrible time to suddenly take the administrator out of the picture. Trying to replace him at this juncture would be a disaster. City council unanimously voted for the Climate Emergency declaration and action. Well, this move would undermine that effort substantially.

Moreover.... transparency. We found out about this via MLive this afternoon, the same day as the meeting? I attempted to comment on the issue on the online board doc system, but the agenda item is not even listed there. So I called to try to get a spot during public comments. I have never commented before city council. And I was told the comment period was full.

I urge every council member to vote against this rash dismissal. It is

not in the best interest of our city.

Thank you,

Julie Roth
Community activator
Ward 1

From: [Lazarus, Howard](#)
To: [Hicks, Mark](#)
Subject: RE: Ann Arbor city council decision
Date: Wednesday, February 19, 2020 6:47:00 AM

Dear Mr. Hicks:

My apologies as I just saw your e-mail. Council acted last night to terminate my employment agreement, as is their right by a majority vote under the City Charter. The termination was not for any stated cause. I am fortunate to have had the opportunity to serve the Ann Arbor community, and to work with the most amazing City staff.

My contact information is provided below should you have any questions.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Hicks, Mark <MHicks@detroitnews.com>
Sent: Tuesday, February 18, 2020 11:43 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Ann Arbor city council decision

Hello. This is Mark Hicks, a reporter at The Detroit News. I am contacting you regarding the Ann Arbor City Council voting tonight to terminate your employment contract. Would you be able to reach us tonight for a brief phone interview or statement on this decision and the next step? I realize this is late and short notice, but any help would be greatly appreciated and better inform our readers. Thank you for your time.

Mark Hicks
Reporter, The Detroit News
Phone: (313) 222-2117
Email: mhicks@detroitnews.com

From: [Joe Ohren](#)
To: [Smith, Chip](#)
Subject: Re: Terminating City Administrator?
Date: Wednesday, February 19, 2020 6:54:18 AM

Thank you for sending me a copy of your statement, it is wonderful, on point, and I'm sure will be shared widely. I'm disappointed that Ali voted to support the termination.

Sent from my iPhone

On Feb 18, 2020, at 11:58 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now

our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume

leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts

because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward
3

Chip Smith
City Council, Ward
5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Joe Ohren <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:39 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: Terminating City Administrator?

Thanks, please do keep me posted

Sent from my iPhone

On Feb 18, 2020, at 1:15 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Joe,

As usual, you captured my own thoughts more succinctly than I have been able to since learning of this coup.

I won't be supporting this, but I will be withholding comment until after the meeting. I'll make sure you get a copy of my statement.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Joe Ohren <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:07 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Terminating City Administrator?

Chip, I just sent the following note to Ali as well.

I was surprised to learn of the addition of a resolution on tonight's council agenda to terminate the contract with city administrator Lazarus. The reasons for such an action are not clear to me since while I have no direct contact with the administrator, in the advisory bodies on which I have served and the community forums in which I have participated my assessment of his role and actions has been very positive.

There appears to be some stability in city administration, albeit with current events in the police department and recent events in human resources the cause of some concern, and the city's finances have been strengthened in his tenure as administrator. And, given the significant climate change initiatives being currently undertaken, the turmoil of a transition extending over several months in the leadership of the administration could set the city back for a long time.

I urge you to vote no on this resolution, or at a minimum, to vote to table the resolution until there can be more public discussion of why Mr. Lazarus should be terminated and what the consequences of such an action might be publicly explored.

From: [Sandy Aldrich](#)
To: [Lumm, Jane](#)
Subject: Re: NEA2CC engagement with UM
Date: Wednesday, February 19, 2020 6:56:46 AM

The lack of communication and transparency is appalling. I will talk to you in person when we can find the time.

I originally didn't mean to cc the group but I am glad I did. I was at DTW picking my MIL up from the airport and was fuming when I read about the agenda item added on the day it was going to be voted on. This is the kind of behavior that we chastised the U about. I am not happy at all with this decision. In this case, you certainly don't represent me nor many in my circle of influence.

Sandy

On Tue, Feb 18, 2020, 10:07 PM Sandy Aldrich <[REDACTED]> wrote:
I will take this off line with you.

On Tue, Feb 18, 2020, 2:55 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not received until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again, consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we are strive to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me [REDACTED] to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <JLumm@a2gov.org>

Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <[REDACTED]> Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBerman@bodmanlaw.com>; Andrea Darden <[REDACTED]> Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors

on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ...

and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the

community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,

Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <[REDACTED]>, "Kevin J. Bohnsack" <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all, After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <[REDACTED]>, Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.

I don't know if a date has been set yet.

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My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"
<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <HBerman@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <kgriswold@a2gov.org>
Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal a2.gov e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal

following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate

Harvey

Harvey W. Berman
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My biography on bodmanlaw.com

Bodman is a Corp! Magazine
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<image001.gif>

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBerman@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]>
<[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]>
<[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]>
<[REDACTED]> K Griswold <GriswoldKI@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,

Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBerman@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion session available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,

Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccd.org/wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaaLOZ4GyPDD5dMnU672KpJG3yMyjbi_kOr08YcJ4NQjksBy9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers <[REDACTED]> wrote:

Well.....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers <[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008

Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack

Vice President

Glacier Highlands Neighborhood Association

cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[\[REDACTED\]](#)> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect

of our quality of life.
Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney"
<[REDACTED]> wrote:

Hi All -

I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied!

Enjoy the rest of summer!

Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich
<[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song
<[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on re-zoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin

<North Campus Master Plan - 2008.pdf>

--

Michael J. Rein

Director of Community Relations

Office of the Vice President for Government Relations

<span style="font-f

From: [Lazarus, Howard](#)
To: [Brian Fenech](#)
Subject: RE: Traffic Engineer Review Times
Date: Wednesday, February 19, 2020 7:01:00 AM

Dear Brian:

Thank you for the good wishes. It has most certainly been a privilege to serve the Ann Arbor community.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Brian Fenech <bpfenech@fenech-law.com>
Sent: Tuesday, February 18, 2020 6:41 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Re: Traffic Engineer Review Times

Thank you, Howard.

I wish you the best. Not this nonsense.

Respectfully,

Brian Fenech
The Law Office of Brian P. Fenech, PLLC.
[PO Box 2088](#)
[Ann Arbor, MI 48106](#)
bpfenech@Fenech-Law.com
M: [\(313\) 645-2771](tel:(313)645-2771)
F: [\(734\) 786-0719](tel:(734)786-0719)

***Notice from The Law Office of Brian P. Fenech, PLLC.: This Internet message may contain information that is privileged, confidential, and exempt from disclosure. It is intended for use only by the person to whom it is addressed. If you have received this in error, please (1) do not forward or use this information in any way; and (2) contact me immediately. Neither this information block, the typed name of the sender, nor anything else in this message is intended to constitute an electronic signature unless a specific statement to the contrary is included in this message.

On Feb 18, 2020, at 7:09 AM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

Dear Mr. Fenech:

Thank you for both raising your concerns and recognizing the quality of staff we have. I will talk to Mr. Hupy to see what are the causes of any delays, and ask that he communicate back to you.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Brian Fenech <bpfenech@fenech-law.com>

Sent: Monday, February 17, 2020 2:38 PM

To: Lazarus, Howard <HLazarus@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>

Subject: Traffic Engineer Review Times

Good Afternoon Gentlemen,

I hope you are both well. I feel it is necessary to bring to your attention my dissatisfaction with the traffic engineers require time for Certificates of Occupancy for SEU projects. Even though a project I was working on received SEU approval from the Planning Commission and there were no conditions of any type that we're traffic related, my client has to wait one week longer past the etrakit completion date to get final approval from the traffic engineers. There was literally nothing for traffic to review, yet it languished there for weeks and held up a project's opening to great financial loss. This is not the first time that I've encountered this exact problem for the same department. Had this been the only time I would have chalked it up to a snafu, but I now see that this is a pattern.

I am very familiar with staff at Larcom and they are mostly exemplary. This situation, however, I feel is beneath the standard I would expect.

Respectfully,

Brian Fenech
The Law Office of Brian P. Fenech, PLLC.

[PO Box 2088](#)

[Ann Arbor, MI 48106](#)

bpfenech@Fenech-Law.com

M: [\(313\) 645-2771](tel:(313)645-2771)

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From: [Nutrition Magician](#)
To: [Smith, Chip](#)
Subject: Re: firing, seriously?
Date: Wednesday, February 19, 2020 7:11:04 AM

Thank you Chip. Very disturbing and Trumpian.

> On Feb 18, 2020, at 11:24 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

>

> Judy I agree. Here's a joint statement CMs Ackerman, Grand and I just released.

>

>

> February 18, 2020

>

> To the residents of Ann Arbor,

>

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Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

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> Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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> This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

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> Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

>

>

> Your neighbors,

>

> Zachary Ackerman

> City Council, Ward 3 Julie Grand

> City Council, Ward 3 Chip Smith

> City Council, Ward 5

>

> -----Original Message-----

> From: Judy Stone [REDACTED]

> Sent: Tuesday, February 18, 2020 6:31 PM
> To: CityCouncil <CityCouncil@a2gov.org>
> Cc: Lazarus, Howard <HLazarus@a2gov.org>
> Subject: firing, seriously?

>
> Council members,

>
> I would like to express my objection that a majority of Council members think it is appropriate to spring an agenda item at the last minute, especially one of such consequence. Although Mr. Lazarus' contract may have a firing without cause, clause, why would such a consequential decision be made with zero transparency? If it can't stand the light of day and public discussion and review, that suggests hidden and political motives.

>
> I expect more from responsible leadership and transparency from Council members.

>
> Judy Stone

From: [Vloet, Katie](#)
To: [Smith, Chip](#)
Subject: Re: please don't fire Howard Lazarus
Date: Wednesday, February 19, 2020 7:12:33 AM

I can't wait to vote for Jen Eyer.

On Feb 18, 2020, at 11:46 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

External Email - Use Caution

Your 4th ward councilmembers didn't listen.

Anyhow Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he

reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

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Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to

disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward
3

Chip Smith
City Council, Ward
5

Chip Smith
Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Vloet, Katie <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:40 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: please don't fire Howard Lazarus

Dear City Council members:

I implore you to vote against the proposal to fire Howard Lazarus. I have observed him to be fair, thoughtful, and hard-working. As news of this resolution has spread today, I have heard nothing but positive things about Mr. Lazarus—including from people who supported members of the current City Council majority in the previous election cycle. If this action is taken, it will reflect poorly on the City Council, and I am certain it will lead to a groundswell of support for challengers of those who vote to fire him.

Sincerely,
Katie Vloet
Ann Arbor

Electronic Mail is not secure, may not be read every day, and should not be used for urgent or sensitive issues

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From: [Ruth Kraut](#)
To: [Smith, Chip](#)
Subject: Re: Howard Lazarus
Date: Wednesday, February 19, 2020 7:13:52 AM

Great statement. Thank you.

Ruth

> On Feb 18, 2020, at 11:53 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

>

> Ruth - nothing improper has gone on. This was a political firing.

> Here's the joint statement CMs Ackerman, Grand and I just released.

> February 18, 2020

>

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>

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> City Council, Ward 3 Julie Grand

> City Council, Ward 3 Chip Smith

> City Council, Ward 5

>

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>

> _____

> Chip Smith

> Ann Arbor City Council - Ward 5

> 734-709-2022

>

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>

> -----Original Message-----

> From: Ruth Kraut <ruthkraut@gmail.com>

> Sent: Tuesday, February 18, 2020 2:31 PM

> To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>

> Subject: Howard Lazarus

>

> Dear Ali and Chip,

>

> I am surprised to see a motion to terminate Howard Lazarus added at a late date to the agenda. I really hope you will vote against this. I feel he has been doing a good job, and unless something illegal is going on, this is a terrible process.

>

> Best,

>

> Ruth Kraut

> 

>

From: [David Frye](#)
To: [Smith, Chip](#)
Subject: Re: proposed firing of City Administrator Howard Lazarus
Date: Wednesday, February 19, 2020 7:25:31 AM

Hello Chip, yes, that would be fine.

David Frye

On Tuesday, February 18, 2020, 11:39:28 PM EST, Smith, Chip <chsmith@a2gov.org> wrote:

David, Thank you so much for sharing your thoughts. I will carry them directly to council. Would it be ok to read this email at an upcoming meeting? Also, I'm so dismayed by the entire fiasco, CMs Grand, Ackerman and I released a joint statement regarding the firing of Mr. Lazarus without cause.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus **without cause**. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established

through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically

inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: David Frye [REDACTED]
Sent: Tuesday, February 18, 2020 5:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: proposed firing of City Administrator Howard Lazarus

Hello,

I just heard (via Nextdoor) of the plan to fire Ann Arbor City Administrator Howard Lazarus.

Hoping I am not too late to weigh in -- and this is the first time in 34 years that I have written to Council about any city matter -- I just want to express my extreme displeasure with this development.

Why the rush? Why fire a civil servant without cause?

Please reconsider, and PLEASE DO NOT CARRY OUT THIS UNJUSTIFIABLE FIRING.

(With apologies for the all-caps!)

Sincerely,

David Frye

[REDACTED]

Ann Arbor

From: [Smith, Chip](#)
To: [Matthew Weber](#)
Subject: Re: Midnight Massacre
Date: Wednesday, February 19, 2020 7:26:00 AM

Mr. Weber,

I did not vote to terminate Mr. Lazarus. Alas, Mr. Ramlawi voted to fire the administrator. I won't speak to his reasoning. When he and I discussed it, I was quite disappointed.

I'm attaching a statement I released in conjunction with CMs Grand and Ackerman last night. They also opposed the firing.

February 18, 2020

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Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

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Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Matthew Weber [REDACTED]
Sent: Wednesday, February 19, 2020 7:17 AM
To: Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Smith, Chip <ChSmith@a2gov.org>
Subject: Midnight Massacre

I strongly object to your decision to terminate Howard Lazarus' employment contract. There is no honor in pettiness, no integrity in manipulating public processes to minimize public notice and hide from public comment, no wisdom or prudence in costing tax payers \$300,000 for "no cause" whatsoever. You do not serve your constituents by wreaking havoc on city administration, and sabotaging its ability to run effectively and efficiently. Resign. You do not belong in public office.

From: [dave fanslow](#)
To: [Hayner, Jeff](#); [Bannister, Anne](#)
Subject: Re: NO on City Administrator firing!
Date: Wednesday, February 19, 2020 7:28:10 AM

You are beyond irresponsible for wasting so much money to remove an excellent City Administrator. Your petty small minded approach to Govt is a disaster for our city.

Dave Fanslow
[REDACTED]

On Tue, Feb 18, 2020, 5:37 PM dave fanslow <[REDACTED]> wrote:

Please don't go along with this scheme. It looks shady AF with no given cause and the standing mystery of the police chief. Justify this on a non political basis, with transparency, or vote no!

Dave Fanslow
[REDACTED]

Ann Arbor

From: [Smith, Chip](#)
To: [Mary G](#)
Subject: Re: Vote no to fire City Administrator Howard Lazarus
Date: Wednesday, February 19, 2020 7:33:00 AM

Mary – I certainly commiserate with you - It is indeed very confusing talking to either of your representatives – even for me.

What CM Lumm is talking about is that Mr. Lazarus was committed to working toward achieving goals set by council. CM Lumm does not support many of these priorities. She's dancing around what's obvious to everyone, this was a political firing.

At this point, all I can do is suggest that you and your network remember these actions and the dishonesty that led to them.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Mary G <[REDACTED]>
Sent: Wednesday, February 19, 2020 12:47 AM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: Vote no to fire City Administrator Howard Lazarus

I'm so discouraged and confused. When I last spoke to Kathy Griswold, she made references to the old council and the new, without ever coming out and saying what exactly she was talking about, even when directly asked. Twice.

Jane Lumm's email response is similarly ambiguous: "Prior to the 2018 election, some of us also expressed and shared concerns about various policy directives and the implementation outcomes (the City Administrator is charged with implementation of council policy directives) informally, publicly, and formally through previous performance reviews."

What exactly does that MEAN??? I rarely feel as stupid as when I try to talk to either of them because there's a style of communication that tries to sound like they're informing you and letting you in on details of their thought processes, when in reality they've told you absolutely nothing. Everything is obtuse. God I hate politics, or at least this non-transparent, "political" kind of politics.

I would never want to be on City Council, so I appreciate all you do for the community.

Mary

On Feb 18, 2020, at 11:46 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

Mary,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

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Zachary Ackerman

City Council, Ward
3

Julie Grand

City Council,
Ward 3

Chip Smith

City Council, Ward
5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: MG <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:29 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Vote no to fire City Administrator Howard Lazarus

Dear Mayor and Council Members,

I strongly object to your attempt to fire City Administrator, Howard Lazarus.

As a suddenly-added and unexplained agenda item, how are citizens supposed to learn about and respond to this in a timely fashion? That's not how this process should work. CM Lumm regularly says she's all about process, but this effort is dubious.

Mr. Lazarus has done a commendable job. The city's outcomes are stable and improving, as much as can be expected with many matters out of one's control. Changing the guard right now would be highly disruptive. An as-yet unidentified and un-hired new City Administrator would be ineffective at this time, especially with the many goals currently on the table. For example, City Council directed the city to complete a very

difficult carbon neutrality plan in short order; firing Mr. Lazarus would be disruptive and demoralizing to the Office of Sustainability and all of the cooperating organizations as we try to tackle this critical goal.

Firing the current City Administrator is not in the city's long-or short-term interests, nor should it be done without the opportunity for citizens to have time to weigh in.

I urge you to vote NO.

Sincerely,
Mary Garton
Ward 2

“You cannot get through a single day without having an impact on the world around you. What you do makes a difference and you have to decide what kind of difference you want to make.”

-Jane Goodall

From: [Allison Gotelaere](#)
To: [Hayner, Jeff](#)
Subject: Transparency in Government
Date: Wednesday, February 19, 2020 7:37:45 AM

Hello,

I am writing to tell you my extreme disappointment in your and the council majorities actions last night. I would have wrote before the meeting, but the lack of transparency ensured most of your constituents did not know of your plan until it was too late.

Howard was a great employee for Ann Arbor, and his termination without cause was political and a detriment to Ann Arbor, costing the tax payers over a quarter of a million dollars in severance pay alone.

When a good employee seeks other employment, a good leader doesn't punish them. They do what they can to keep them. You were not a good leader last night.

You're quoted on mlive saying you thought the vote was outrageous, but you went along with the majority anyone's. I want my council representative to be able to stand up against outrageous actions of the council, not to go along with them because they are allied in a political fight to take down Mayor Taylor's camp. The people of Ann Arbor are smart, and we saw the councils actions for what they really where, political retribution.

Ann Arbor is a place for all people, development and progress are key to ensuring the city continues to thrive. Your actions last night, combined with other examples of your character, have left me feeling disappointed in my representation. You will not receive my vote in August.

Thank you,

Allison Gotelaere

From: [Sue Hadden](#)
To: [Ramlawi, Ali](#)
Subject: City Administrator
Date: Wednesday, February 19, 2020 7:40:34 AM

Hello,

Can you help me understand your vote on removing City Administrator Howard Lazarus?

Thank you,

Sue

--

Sue Hadden

From: [Stephen Colby Brown](#)
To: [Smith, Chip](#)
Subject: Re: Termination of City Administrator for no cause?
Date: Wednesday, February 19, 2020 7:40:40 AM

Thanks Chip.

Steve

Scbrown- from my iPhone, текст, пожалось

On Feb 18, 2020, at 11:57 PM, Smith, Chip <ChSmith@a2gov.org> wrote:

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Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume

leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward
3

Chip Smith
City Council, Ward
5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Stephen Colby Brown <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:44 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Termination of City Administrator for no cause?

Ann Arbor City Council and Mayor:

It came to my notice than an agenda item was slipped in earlier today for tonight's Council Meeting, to fire the City Administrator within 10 days. This seems very abrupt, since there has never been a public discussion of his performance or criticism that Council has made publicly. This seems to violate every promise of transparency and good government practice with which I'm familiar, so I would like to voice these concerns, as a citizen:

- 1) City performance seems to be improving since Mr. Lazarus came on board in May 2016, including its financial position per the Annual Reports. What specific actions or events have provoked Council's abrupt concern?
- 2) The City Administrator has been able to balance community concerns about the City budget approved by Council last year, apparently to the satisfaction of all parties. I've heard that City staff has been burdened by an inordinate number of FOIA requests during the past year, which is curious. This being an election year, such an action by Council will certainly provoke intense scrutiny by the media and an in-depth investigation attracting the attention of many voters. Would this be in the community's best interest?
- 3) Who on Council seeks to micromanage the City Administration under our form of government, which was not designed and structured for this level of engagement? The correct balance of roles and responsibilities, between Council and Staff, needs to be respected to avoid chaos. I hope Council can compromise and agree on strategic issues and leave the day-to-day operations to staff. Such an abrupt and consequential decision to fire the City Administrator, in 10 days, demands an explanation so the public can understand the facts and reasoning by each Council member. The City Administrator deserves clear direction from Council, so please search your conscience before making such a momentous decision.
- 4) Such an abrupt termination, without cause, would make it next to impossible to recruit or retain the level of talent necessary to serve this community, which is one of the most educated and engaged in the world. This would do long-standing harm to the community. Reputations take decades to build, but can be destroyed overnight.
- 5) Really, I hope you are all prepared to explain how this action would be in the best interests of the community, in the long-, mid-, and short-range.

Best Regards,

Stephen C. Brown

██████████
Ann Arbor, MI 48104

██████████ (m)

"The human understanding is no dry light, but receives an infusion from the will and affections; whence proceed sciences which may be called "sciences as one would." For what a man had rather were true he more readily believes. Therefore he rejects difficult things from impatience of research; sober things, because they narrow hope; the deeper things of nature, from superstition; the light of experience, from arrogance and pride, lest his mind should seem to be occupied with things mean and transitory; things not commonly believed, out of deference to the opinion of the vulgar. Numberless in short are the ways, and sometimes imperceptible, in which the affections colour and infect the understanding."

Francis Bacon, Novum Organum XLIX. 1620

From: [Ramlawi, Ali](#)
To: [REDACTED]
Subject: Re: Why did you vote to fire the city administrator?
Date: Wednesday, February 19, 2020 7:42:21 AM

Paul,

I can no go into details at this time due to legal employment issues. I can say that Mr. Lazarus failed his annual evaluation by myself and the majority of council in addition to his ongoing desire to leave Ann Arbor to find employment elsewhere.

That's all I can say at this time.

Respectfully,
CM Ramlawi

Sent from my iPad

> On Feb 19, 2020, at 12:37 AM, [REDACTED] " [REDACTED] > wrote:
>
> This is my second email to you. I received no response on the first.
> Paul Estenson
> Sent from my iPad

From: [Ramlawi, Ali](#)
To: [Sue Hadden](#)
Subject: Re: City Administrator
Date: Wednesday, February 19, 2020 7:44:32 AM

Due,

I can no go into details at this time due to legal employment issues. I can say that Mr. Lazarus failed his annual evaluation by myself and the majority of council in addition to his ongoing desire to leave Ann Arbor to find employment elsewhere.

That's all I can say at this time.

Respectfully,
CM Ramlawi
Sent from my iPad

On Feb 19, 2020, at 7:40 AM, Sue Hadden [REDACTED] wrote:

Hello,
Can you help me understand your vote on removing City Administrator Howard Lazarus?
Thank you,
Sue
--
Sue Hadden

From: [Joseph Morrison, Jr](#)
To: [Nelson, Elizabeth](#); [Eaton, Jack](#)
Subject: Firing of the City Administrator
Date: Wednesday, February 19, 2020 7:46:44 AM

Elizabeth and Jack-

We probably agree on very little when it comes to policies and goals for Ann Arbor. But I had hoped that I could at least rely on my elected officials, even those I have policy disagreements with, to have the basic decency not to take actions that reflect poorly on Ann Arbor. Apparently this was an unreasonable expectation for my City Council representatives.

Treating Howard Lazarus, who is an objectively qualified professional that's acted in accord with some of the highest professional ethical standards, as you have is unacceptable and reflects poorly on both of you and poorly on our city. It is a financially irresponsible and reckless decision and you should forfeit your salaries to compensate the city for the cost of Mr. Lazarus' severance. I would say this turn of events is unconscionable but many in our town have predicted this kind of irrational behavior from what's been labeled as the "anti" party. I hate to see their cynicism proven out as reality.

I can deal with political disagreements and when that's all there is, I have much better things to do than knock on doors during a local election cycle. But when politicians act in a manner that I consider to be counter to the best interests of the city and arguably in a manner that is embarrassing, irrational, and self-serving, the calculus changes.

I am going to spend a significant amount of time this summer diverting efforts from other activities to make sure I knock on as many Fourth Ward doors as possible so we have different representation on Council. I will contribute to those that run against you. Hopefully the dynamic on City Council changes for the better in the fall.

I look forward to a bright future for Ann Arbor and I hope that we are able to transition away from your representation of the Fourth Ward in the coming years. Starting with Jack's defeat this fall. Like Trump is doing on a larger scale with his "leadership" of our country, your damage to our city's institutions, reputation and finances will be temporary.

-Joe

--

-Joe Morrison, Jr.


From: [Ramlawi, Ali](#)
To: [Richard Wallace](#)
Subject: Re: your idiocy
Date: Wednesday, February 19, 2020 7:50:16 AM

Richard.

You have a legal right to recall me from office just as I did in my vote last night to terminate the employment of a city administrator who repeatedly looked for jobs elsewhere and failed his annual performance review.

I hope you days get better.

Respectfully

CM Ramlawi

Sent from my iPad

> On Feb 19, 2020, at 12:44 AM, Richard Wallace [REDACTED] > wrote:

>

>

> Dear asshole,

> Can a person actually be as stupid as you have demonstrated in your vote to flush \$275,000 of taxpayer money, some of that mine, down the toilet to fire the solidly performing city manager, especially when we need a trained engineer to take on the Gelman case? You are an embarrassment to your office and repeatedly fail to represent the citizens of the Fifth Ward. As one of those citizens, I will spare no expense or effort to have you recalled as soon as legally possible.

>

> Fuck you Mr. Trump junior,

>

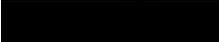
> --

> Richard Wallace

From: [Sarah Briggs](#)
To: [Smith, Chip](#)
Subject: Re: City Council Resolution 20-0308-Lazarus termination
Date: Wednesday, February 19, 2020 7:53:57 AM

Thank you. I have shared it on Facebook as well. It is indeed troubling. I hope this terrible move of the current council 'majority' will wake up our fellow Ann Arborites to pay attention to what is going on. I am proud that Erica recognized what was happening and has stepped into the ring this year.

And thanks for all your service these past many years as our representative for Ward 5.

Sincerely,
Sarah Briggs


On Wed, Feb 19, 2020 at 12:02 AM Smith, Chip <ChSmith@a2gov.org> wrote:

Sarah,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and

ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

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Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: Sarah Briggs [REDACTED]

Sent: Tuesday, February 18, 2020 10:56 AM

To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Subject: City Council Resolution 20-0308-Lazarus termination

Dear Mayor and my council representatives-

I was horrified and saddened to read the resolution to fire our city administrator. I urge you to be voices of reason in voting against such action.

Looking at the A2gov webpages I am struck by the first tip to folks like you--

Act courteously during meetings and treat other members of the body, the public, and City staff with respect. Disagreements are inevitable, but appointees should remain civil and focus on issues rather than personal differences

In recent months I have seen efforts by some council members to attempt to micromanage city staff and instances of actual incivility to Lazarus who has not responded in kind.

City council needs to step back, take a deep breath, focus on policies to help this city move forward and let Lazarus do his job without harassment.

Thank you.

Sarah Briggs

[REDACTED]

From: [John Beeson](#)
To: [Smith, Chip](#)
Subject: Re: Comments for tonight RE: Mr. Lazarus
Date: Wednesday, February 19, 2020 7:54:30 AM

Thank you Chip! So aggravating..

On Feb 19, 2020, at 12:00 AM, Smith, Chip <ChSmith@a2gov.org> wrote:

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward
3

Chip Smith
City Council, Ward
5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: John Beeson <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:35 PM
To: Ramlawi, Ali <ARamlawi@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Comments for tonight RE: Mr. Lazarus

It would be a short cited error to fire the Administrator and a huge loss for the City. Howard is a competent & dedicated servant. He has been deliberately improving the culture & effectiveness of staff at City Hall. Firing him accomplishes nothing.

I don't see how this will help attract and retain the best to administrate this City and should City Council members vote to remove, I will surely be aware of how we attract bad decision makers (particularly in the next election).

Sincerely,

John



RA, NCARB, LEED AP BD+C, EBOM, BREEAM, BECxP, CxA+BE

48103

"There's a fine line between standing on the shore fishing and looking like an idiot" - Dave Barry

"But if we are designing new buildings in new ways, why shouldn't we preserve old buildings in new ways as well?" - Blair Kamin

"The road to energy independence, economic recovery and reductions in greenhouse gas emissions runs through the Building Sector." - Edward Mazria

"Sustainability is like teenage sex. Everybody says they're doing it, very few people actually are doing it. Those that are doing it are doing it badly." - Aussie architect Andrew Maynard

"There are thousands and thousands of people out there leading lives of quiet, screaming desperation, where they work long, hard hours at jobs they hate to enable them to buy things they don't need to impress people they don't like." - Nigel Marsh

"I think we need to attack the core of the problem, which is that we have an economic system that, by its very nature, will always reward people who make other people's lives worse and punish those who make them better." - David Graeber

From: [Allison Gotelaere](#)
To: [Hayner, Jeff](#)
Subject: Re: Transparency in Government
Date: Wednesday, February 19, 2020 7:55:14 AM

Correction, you will not receive my vote in 2022. I can copied a similar message to Anne Bannister, she has also lost my vote.

On Wed, Feb 19, 2020 at 7:37 AM Allison Gotelaere [REDACTED] wrote:

Hello,

I am writing to tell you my extreme disappointment in your and the council majorities actions last night. I would have wrote before the meeting, but the lack of transparency ensured most of your constituents did not know of your plan until it was too late.

Howard was a great employee for Ann Arbor, and his termination without cause was political and a detriment to Ann Arbor, costing the tax payers over a quarter of a million dollars in severance pay alone.

When a good employee seeks other employment, a good leader doesn't punish them. They do what they can to keep them. You were not a good leader last night.

You're quoted on mlive saying you thought the vote was outrageous, but you went along with the majority anyone's. I want my council representative to be able to stand up against outrageous actions of the council, not to go along with them because they are allied in a political fight to take down Mayor Taylor's camp. The people of Ann Arbor are smart, and we saw the councils actions for what they really where, political retribution.

Ann Arbor is a place for all people, development and progress are key to ensuring the city continues to thrive. Your actions last night, combined with other examples of your character, have left me feeling disappointed in my representation. You will not receive my vote in August.

Thank you,

Allison Gotelaere

From: [Taylor, Christopher \(Mayor\)](#)
To: [Lori Roddy](#); [Lori Bennett Stein](#)
Subject: Re: Resolution regarding Howard Lazarus
Date: Wednesday, February 19, 2020 8:04:02 AM

Lori,

Thank you for this. There is much to be said and I am delighted to chat as you wish, but I would like to state firmly that the termination is 100% without cause. Insubordination is anathema to Mr. Lazarus, a gentleman who respects chain of command.

Please let me know how I can help move Futurecorps forward.

Christopher

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

From: Lori Roddy <lori@neutral-zone.org>
Sent: Tuesday, February 18, 2020 4:57 PM
To: CityCouncil <CityCouncil@a2gov.org>; Lori Bennett Stein <[REDACTED]>
Subject: Resolution regarding Howard Lazarus

Dear City Council -

I would like to express my deep concern for the resolution put forward for tonight's city council meeting to terminate Howard Lazarus for insubordinate actions.

Three years ago Howard Lazarus reached out to personally connect and understand how to support our Black youth. Over the past few years, we have worked together as partners to build the Futurecorps program, an innovative workforce development partnership to truly transform our young people's lives. I have worked with his entire city administration team and experienced city staff demonstrating high quality work and commitment under Howard's administration.

Howard has shown himself to be a high-level administrator who has led a team to make commitments to serve our youth of color, work in partnership with community organizations, and lead our city in carbon neutrality efforts. I hope that these efforts should not easily be dismissed even if he disagrees with council actions.

I urge city council to **not** vote tonight on such an important decision without being far more transparent about the causes for his removal.

With appreciation,

Lori

Lori Roddy

Executive Director

Neutral Zone | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) |

www.neutral-zone.org

From: [Matthew Weber](#)
To: [Smith, Chip](#)
Subject: Re: Midnight Massacre
Date: Wednesday, February 19, 2020 8:08:22 AM

Hi Chip,

Yes, I appreciate your vote and your public statement. My email was directed at CM Ramlawi. I just wanted you to be a witness to the scolding he earned.

-Matt

On Wed, Feb 19, 2020, 7:26 AM Smith, Chip <ChSmith@a2gov.org> wrote:

Mr. Weber,

I did not vote to terminate Mr. Lazarus. Alas, Mr. Ramlawi voted to fire the administrator. I won't speak to his reasoning. When he and I discussed it, I was quite disappointed.

I'm attaching a statement I released in conjunction with CMs Grand and Ackerman last night. They also opposed the firing.

February 18, 2020

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus.

He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email

deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there’s the simple fact that if this Council majority wanted to change city policies they dislike, there’s a mechanism to do that - passing new resolutions and

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This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

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Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward
3

Chip Smith

City Council, Ward
5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: Matthew Weber <[REDACTED]>
Sent: Wednesday, February 19, 2020 7:17 AM
To: Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Smith, Chip <ChSmith@a2gov.org>
Subject: Midnight Massacre

I strongly object to your decision to terminate Howard Lazarus' employment contract. There is no honor in pettiness, no integrity in manipulating public processes to minimize public notice and hide from public comment, no wisdom or prudence in costing tax payers \$300,000 for "no cause" whatsoever. You do not serve your constituents by wreaking havoc on city administration, and sabotaging its ability to run effectively and efficiently. Resign. You do not belong in public office.

From: [Lisa Querijero](#)
To: [Smith, Chip](#)
Subject: RE: Firing of Lazarus
Date: Wednesday, February 19, 2020 8:11:51 AM

Thank you for the reply. I will share with my neighbors and friends. Glad to see the south side represented A2 on this issue. I fear the council and the school board are losing touch with the residents. Many of us work multiple jobs, have families and sick loved ones. If I want childish games, I'll play with my kids, not with city policy.

Lisa Querijero
Ward 3 resident

[Sent from Yahoo Mail on Android](#)

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Julie Grand

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Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: Lisa Querijero [REDACTED]
Sent: Tuesday, February 18, 2020 2:05 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Firing of Lazurus

To my city council,

Please represent the needs of your constituents. Placing the firing of a well respected city official on the agenda last minute is not respecting the residents of A2. It is against best practices and is shady. The public can't comment and those out of town or busy can't attend, this is not appropriate or fair.

I stand in support of Howard Lazarus and the work he is doing on behalf of our city. Ann Arbor is becoming an undesirable place to live and my family is considering leaving after 25 years because of the direction our leadership is NOT taking us. We will campaign against those who vote in favor of firing him.

I call BS!

Lisa Querijero

Parent

PTOC executive board member AAPS

A2 resident 25 years

I

[Sent from Yahoo Mail on Android](#)

From: [Andy Blyler](#)
To: [Ramlawi, Ali](#)
Subject: Questions about the Removal of Howard Lazarus
Date: Wednesday, February 19, 2020 8:13:27 AM

Good Morning Council Member Ali,

Can you explain to me why you voted to remove Howard Lazarus last night? I have not seen any details in the public that would justify such an action. Please provide transparency on the reasoning for this action.

I have had the pleasure of working with the city administrator on a few issues, and he was very helpful in getting myself engaged with the right members of staff. Is there another side of the city administrator that the general public hasn't seen? Please share the cause for the termination to help me understand the logic behind this action.

The sudden action and subsequent vacancy of this position for unclear reasons are alarming to me. Based on the information I do know, the termination is not justified and is not in our best interest. If there is anything you can do to reverse this vote, please consider doing so.

Concerned Constituent of Ward 5,
Andy Blyler on [REDACTED]

From: [Sue Hadden](#)
To: [Ramlawi, Ali](#)
Subject: Re: City Administrator
Date: Wednesday, February 19, 2020 8:14:53 AM

Thank you Ali. I totally understand not wanting to do anything illegal. I'm still confused about how Mr. Lazarus' seeking employment elsewhere has anything to do with his current employment. And I'm confused about how the city can afford the buy out. Was his performance so bad that the city can afford to go without to the tune of \$275,000? I understand how busy your inbox must be, but I am still confused.

Appreciate your help in this.
Sue

On Wed, Feb 19, 2020 at 7:44 AM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:

Due,

I can no go into details at this time due to legal employment issues. I can say that Mr. Lazarus failed his annual evaluation by myself and the majority of council in addition to his ongoing desire to leave Ann Arbor to find employment elsewhere.

That's all I can say at this time.

Respectfully,
CM Ramlawi
Sent from my iPad

On Feb 19, 2020, at 7:40 AM, Sue Hadden [REDACTED] wrote:

Hello,
Can you help me understand your vote on removing City Administrator Howard Lazarus?
Thank you,
Sue
--
Sue Hadden

--
Sue Hadden

"Hope resists. Hopelessness adapts." Reverend William Sloane Coffin

From: [Deborah Schilz](#)
To: [Lazarus, Howard](#)
Subject: Re: UM-City Dinner
Date: Wednesday, February 19, 2020 8:15:34 AM

Dear Howard,

Thank you for letting me know.

All the best,
Debbie

Deborah Schilz
Administrative Assistant Intermediate
University of Michigan
Office of the Vice President for Government Relations
6003 Fleming Administration Building | 503 Thompson Street
Ann Arbor, MI 48109-1340
Phone: (734) 763-3109 | Fax: (734) 764-3316 | E-mail: dschilz@umich.edu

On Wed, Feb 19, 2020 at 7:20 AM Lazarus, Howard <HLazarus@a2gov.org> wrote:

Dear Ms. Schilz:

Thank you for the kind offer to attend the UM-City Dinner on March 25th, but unfortunately I will not be able to attend.

Howard S. Lazarus

City Administrator

City of Ann Arbor

301 E Huron Street

Ann Arbor, MI 48104

734-794-6110 x 41101

hlazarus@a2gov.org

www.a2gov.org

From: [Smith, Chip](#)
To: [REDACTED]
Subject: Re: Firing of Lazurus
Date: Wednesday, February 19, 2020 8:23:02 AM

Amen to that!

Sent from my iPhone

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Ackerman**
City Council, Ward
3

Julie Grand
City Council,
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Chip Smith
City Council,
Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

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Lisa Querijero

Parent

PTOC executive board member AAPS

A2 resident 25 years

I

[Sent from Yahoo Mail on Android](#)

From: [Smith, Chip](#)
To: [Matthew Weber](#)
Subject: Re: Midnight Massacre
Date: Wednesday, February 19, 2020 8:23:17 AM

Thanks Matt.

Sent from my iPhone

On Feb 19, 2020, at 8:08 AM, Matthew Weber <[REDACTED]> wrote:

Hi Chip,

Yes, I appreciate your vote and your public statement. My email was directed at CM Ramlawi. I just wanted you to be a witness to the scolding he earned.

-Matt

On Wed, Feb 19, 2020, 7:26 AM Smith, Chip <ChSmith@a2gov.org> wrote:

Mr. Weber,

I did not vote to terminate Mr. Lazarus. Alas, Mr. Ramlawi voted to fire the administrator. I won't speak to his reasoning. When he and I discussed it, I was quite disappointed.

I'm attaching a statement I released in conjunction with CMs Grand and Ackerman last night. They also opposed the firing.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an

outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise

and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

**Zachary
Ackerman**

City Council,
Ward 3

Julie Grand

City Council,
Ward 3

Chip Smith

City Council,
Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Matthew Weber <[REDACTED]>

Sent: Wednesday, February 19, 2020 7:17 AM

To: Ramlawi, Ali <ARamlawi@a2gov.org>

Cc: Smith, Chip <ChSmith@a2gov.org>

Subject: Midnight Massacre

I strongly object to your decision to terminate Howard Lazarus' employment contract. There is no honor in pettiness, no integrity in manipulating public processes to minimize public notice and hide from public comment, no wisdom or prudence in costing tax payers \$300,000 for "no cause" whatsoever. You do not serve your constituents by wreaking havoc on city administration, and sabotaging its ability to run effectively and efficiently. Resign. You do not belong in public office.

From: [Andrew Sohn](#)
To: [Nelson, Elizabeth](#)
Subject: City Administrator
Date: Wednesday, February 19, 2020 8:23:44 AM

Council member Nelson,

I am very disappointed in your decision to vote to fire City Manager Howard Lazarus. This is shameful. To fire him “without cause” after he was cleared by the independent investigator shows that this is obviously politically motivated.

Your selfish actions, which do not benefit the city in any way, will weigh heavily in my decision on who to vote for when you are on the ballot again.

As this email will probably go unread or at least not responded too, like all of my electronic correspondence with you, I don't expect to hear an explanation. I do hope that if you read this you know that your decision has upset me and that it is a shame that you and the other council members put themselves and their interests in front of the interest of the citizens who elected you.

With much regret,

Andrew Sohn
4th Ward Resident
Dicken Neighborhood

Sent from my iPhone

From: [Lisa Disch](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Please reconsider your vote, CM Bannister
Date: Wednesday, February 19, 2020 8:32:06 AM

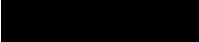
Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing moer than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,
Lisa Disch

Ann Arbor, 48105

From: [Ramlawi, Ali](#)
To: [Sue Hadden](#)
Subject: Re: City Administrator
Date: Wednesday, February 19, 2020 8:32:29 AM

Sue.

Please understand that 50k of that amount is due for unpaid sick and personal time .

As an employer myself, I lose a lot of faith in the quality of work my employees do when they are unhappy and looking for work elsewhere.

The ongoing financial decisions made by our city administrator dwarfs any financial concerns I have as a taxpayer and an elected official of his severance package. I am confident that the existing city staff will execute the work needed in the meantime.

I hope that this could have been averted but it was inevitable in the end.

Warm regards
Ali

Sent from my iPad

On Feb 19, 2020, at 8:14 AM, Sue Hadden <[REDACTED]> wrote:

Thank you Ali. I totally understand not wanting to do anything illegal. I'm still confused about how Mr. Lazarus' seeking employment elsewhere has anything to do with his current employment. And I'm confused about how the city can afford the buy out. Was his performance so bad that the city can afford to go without to the tune of \$275,000? I understand how busy your inbox must be, but I am still confused.

Appreciate your help in this.
Sue

On Wed, Feb 19, 2020 at 7:44 AM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:

Due,

I can no go into details at this time due to legal employment issues. I can say that Mr. Lazarus failed his annual evaluation by myself and the majority of council in addition to his ongoing desire to leave Ann Arbor to find employment elsewhere.

That's all I can say at this time.

Respectfully,
CM Ramlawi

Sent from my iPad

On Feb 19, 2020, at 7:40 AM, Sue Hadden
<[REDACTED]> wrote:

Hello,
Can you help me understand your vote on removing City
Administrator Howard Lazarus?
Thank you,
Sue
--
Sue Hadden

--
Sue Hadden

"Hope resists. Hopelessness adapts." Reverend William Sloane Coffin

From: [Andrew Sohn](#)
To: [Lazarus, Howard](#)
Subject: Note of encouragement
Date: Wednesday, February 19, 2020 8:33:55 AM

City Administrator Lazarus,

It was with much consternation that I read of the shameful, underhanded, and selfish actions taken by a majority of city council members yesterday. Their actions are not in the best interest of the city and that will be a black mark on their reputations.

Your reputation, in the eyes of a citizen of Ann Arbor, is still respected because of your strong work in your time here in the city, and held in esteem for it's professional nature, even in the face of silly and useless bickering. Sometimes it felt as if you were the only adult in the room.

I thank you for your service to the city and hope that this ridiculous termination does not damage your feeling about the citizens of A2 who appreciated your leadership.

As a member of the initial Ann Arbor Citizen's Academy class, I wanted to thank you especially for supporting such a great opportunity for me to learn about how a (functional) City works

With positivity,

Andrew Sohn
4th Ward Resident
Dicken Neighborhood

Sent from my iPhone

From: [Ramlawi, Ali](#)
To: [Andy Blyler](#)
Subject: Re: Questions about the Removal of Howard Lazarus
Date: Wednesday, February 19, 2020 8:36:31 AM

Andy.

Please give me a number and the best time to call you to discuss.

My number is [REDACTED]

Thank you
Ali

Sent from my iPad

> On Feb 19, 2020, at 8:13 AM, Andy Blyler <[REDACTED]> wrote:

>

>

> Good Morning Council Member Ali,

>

> Can you explain to me why you voted to remove Howard Lazarus last night? I have not seen any details in the public that would justify such an action. Please provide transparency on the reasoning for this action.

>

> I have had the pleasure of working with the city administrator on a few issues, and he was very helpful in getting myself engaged with the right members of staff. Is there another side of the city administrator that the general public hasn't seen? Please share the cause for the termination to help me understand the logic behind this action.

>

> The sudden action and subsequent vacancy of this position for unclear reasons are alarming to me. Based on the information I do know, the termination is not justified and is not in our best interest. If there is anything you can do to reverse this vote, please consider doing so.

>

> Concerned Constituent of Ward 5,

> Andy Blyler on [REDACTED]

From: [Lisa Disch](#)
To: [Julie Grand](#); [Christopher Taylor](#); [Smith, Chip](#); [Zachary Ackerman](#)
Subject: This is what I just sent to Anne And Jeff
Date: Wednesday, February 19, 2020 8:36:39 AM

Good morning all,

I've just sent this note to Anne and Jeff. I also wrote to my neighborhood network, shared your wonderful text and my short note with them to urge them to appeal to our CM's.

In solidarity,
Lisa

Here is the text of a brief note I just sent to Anne and Jeff:

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing more than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,
Lisa Disch


Ann Arbor, 48105

From: [Eric Sturgis](#)
To: [Lumm, Jane](#)
Cc: [Bannister, Anne](#); [Hayner, Jeff](#)
Subject: Re: Termination Resolution of Mr. Lazarus
Date: Wednesday, February 19, 2020 8:40:54 AM

Thanks for the response Jane. It seems to me that Councilmember Hayner actually opposed the firing, but voted yes so that he could bring it up for re-consideration, is this true? What concerns me here is the lack of transparency that occurred on this matter. Elections do matter, and many people voted the new council members in because they wanted more transparency. Council member Bannister (whom I supported) ran on that message as well. This lack of transparency does not sit well with many residents!

On Feb 18, 2020, at 1:05 PM, Lumm, Jane <JLumm@a2gov.org> wrote:

Hi Eric,

Thanks for writing and for your questions, and hope you're doing well, as well!

The termination agreement has been agreed to by Mr. Lazarus and his attorney, and so the City Administrator agrees with the terms – terms that are consistent with his employment contract.

The separation agreement also includes a non-disparagement clause, and so in terms of detail, will say little beyond recognizing that we share a mutual recognition and appreciation for the desire to chart a new path forward with a change in leadership. I say “mutual” recognition as this was cited by City Administrator Lazarus as a reason for departing Ann Arbor in his application for the Gainesville City Administrator position. I respect that the new councilmembers may have a different view on various city policies, and it is their job to advance policies their constituents support. Elections have consequences, and we must all respect and support policies and directions set forth by those elected to serve.

Sorry not to be more explicit as to the reasons for taking this action, and hope this is helpful.

Take care, Jane

From: Eric Sturgis <[REDACTED]>
Sent: Tuesday, February 18, 2020 12:55 PM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Termination Resolution of Mr. Lazarus

Councilmembers;

I hope you are doing well. I read the termination resolution and was surprised that there was not more detail into the reasoning for this action? I was hoping that a

better explanation could be given as to why this action is taking place? Also, i noticed it said in the resolution that he could take legal action against the city, but if he does not agree with the termination (termination without cause) he could in fact take legal action I believe. Is this something that we should be concerned about tax payer wise?

Thanks for your due diligence in this matter.

Eric Sturgis
1st Ward Resident

--

Eric A Sturgis



From: [Bret Hautamaki](#)
To: [Grand, Julie](#)
Subject: One Constituent's Thoughts
Date: Wednesday, February 19, 2020 8:50:08 AM

CM Grand-

I feel compelled to write this morning in support of yourself, CM Smith, CM Ackerman, and Mayor Taylor, even though I'm not in your Ward (we're in Ward 4). My wife and I have been religiously watching Council meetings for almost a year now and although we typically have opinions and feelings about what this new majority does, I've never come away from a meeting feeling gross, sad, and disgusted. The majority got political in an extremely personal way by firing Administrator Lazarus and it leaves me feeling terrible for him and for the near future of our city. I wonder who the city could possibly convince to come and do that job now in light of what they've done to Mr. Lazarus. Although CM Eaton, after meeting and seeing him many times over the last year or two always comes across as very kindly, friendly, and measured, last night's actions confirmed for me that he's a sneaky, underhanded political actor as bad as any other out there. I can't say the first half of the previous sentence about CM Nelson, however, having attended a few of her coffee hours... I'm also less than impressed about CM Eaton's politicization of a suicide to take some pot-shots at the DDA, to say the least.

At any rate, I wanted to pass along my extreme disappointment in many of your Council colleagues along with my highest level of support for yourself, CM Smith, CM Ackerman, and Mayor Taylor. By the way, if your letter's mention of clandestine meetings by the majority implies any sort of Public Meeting violations then I hope you aggressively pursue that. I am now so committed to working to get Ms Eyer elected in our Ward this August in a way that I wasn't prior to last night. Please keep fighting the good fight and know that you have a lot of supporters that now more than ever want to see you take the majority to task. As my wife and I said to you in January during the short-term rental meeting (my wife spoke about her assault by an Air-bnb renter), we are big fans of your work on Council and wish we could vote for both you and CM Ackerman (sad that he isn't running for re-election, by the way).

As a side note, we attended CM Nelson's coffee hours this past Sunday where I spoke with her about CM Griswold's proposed new Mobility Council and came away frustrated because I asked her the same questions that you and CM Ackerman asked last night and her only responses were basically, "I don't know, ask Kathy why she's doing it - she only lives a few miles away," and "well Council Members are residents too, so why do you want to deny us our opportunity to be represented?" As with Jack, speaking with Elizabeth has become an exercise in talking to a brick wall. We are tired of her lecturing Ward 4 about being neighborly and anti-faction in her newsletters while being just as politically-motivated as Jack and their overlord Pat Lesko. Anyway, I'm sad to see CM Griswold's power grab of transportation interests away from the 'dumb non-engineer' residents that supposedly make up the Transportation Commission. Overall I'm just so sad for our city and can't wait until August. Thank you for all that you do, though, and know that we strongly support you.

-Bret Hautamaki


P.S. I applied for the vacant seat on the Parks Commission 2 weeks ago and hope to get to work with you there if the Mayor sees me fit to appoint.

From: [Anya Dale](#)
To: [Ramlawi, Ali](#)
Subject: H. Lazarus termination
Date: Wednesday, February 19, 2020 8:51:08 AM

CM Ramlawi,

I have to say I am beyond disappointed in your vote to terminate Mr. Lazarus. Regardless of how much individuals may or may not have "liked" him personally, he had a critical set of skills that are needed now more than ever. To fire someone without being transparent of the justification and without public input, at this point in the budget cycle, and while we are hopefully FINALLY making headway with the Dioxane plume, is honestly just unthinkable to me. On top of that, the severance pay that tax payers are on the hook for... This is incredibly irresponsible to our community. Those that lead this charge and voted in favor of it are painting themselves as power-hungry and petty.

I am incredibly disappointed.

Anya Dale
5th ward resident

From: [Lumm, Jane](#)
To: [Sandy Aldrich](#)
Bcc: janelumm@comcast.net
Subject: RE: NEA2CC engagement with UM
Date: Wednesday, February 19, 2020 9:04:00 AM

Good morning, Sandy,

I understand and accept why you are not happy with how this unfolded, and also appreciate that, for various reasons, you have not held me in the highest regard. I appreciate that you have always determined that my various opponents were better suited to represent you, and that is certainly your right and I respect you for advocating for the individuals and policies that represent you. My regret is that I have never been able to adequately and sufficiently satisfy your representation and voice. I do truly regret that you have viewed me as a consistent disappointment ill-suited to represent you. I see this as an unfortunate failure on my part, and one for which I sincerely apologize.

The separation agreement and resolution were added to the agenda in compliance with Mr. Lazarus' request, a request he made in a closed session with members of the Administration Committee, and in concert and compliance with the City Attorney's guidance and timing. I felt, all along, it was important to get this in front of the public as soon as feasible, but the fact of the matter is, and I checked in with the City Attorney on this innumerable times, the agreement was not finalized (by the Attorney's Office or Mr. Lazarus and his representative) until very late Friday. Almost immediately after it was provided, I forwarded it to the Council and requested the City Clerk place it on Legistar for public view. Less than perfect, timing-wise, to be sure, and I apologize.

This outcome has been building for a number of years, and I believe that with Mr. Lazarus' most recent application for the Gainesville City Mgr. position (last Fall), an application in which he publicly stated that he was at odds with the elected body that was put into office as a result of the 2018 election, he made it clear that he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective. This is problematic on many levels – and, primarily because these folks were elected to represent their constituents' and, in so doing, would present recommendations for the City to implement. Issues also resulted when the implementation failed due to differences of views and perspectives. This is not how representative democracies function, and just one illustration I will offer to illustrate that this organization has not been functioning as our community deserves.

From the outside looking in, I can see how this appears as a failure on the parts of the elected officials to support an individual who was aligned with their policies. Again, this is problematic from a council-manager government standpoint and I would be happy to explain when most convenient for you.

I would be happy to discuss further at any time and when most convenient for you if you have an interest.

Thank you, Sandy.

Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Wednesday, February 19, 2020 6:54 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: NEA2CC engagement with UM

The lack of communication and transparency is appalling. I will talk to you in person when we can find the time.

I originally didn't mean to cc the group but I am glad I did. I was at DTW picking my MIL up from the airport and was fuming when I read about the agenda item added on the day it was going to be voted on. This is the kind of behavior that we chastised the U about. I am not happy at all with this decision. In this case, you certainly don't represent me nor many in my circle of influence.

Sandy

On Tue, Feb 18, 2020, 10:07 PM Sandy Aldrich <[REDACTED]> wrote:

I will take this off line with you.

On Tue, Feb 18, 2020, 2:55 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not received until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again, consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazaruys, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we are strive to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me [REDACTED] to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <jlumm@a2gov.org>
Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <[REDACTED]> Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBERMAN@bodmanlaw.com>; Andrea Darden <[REDACTED]> Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <jlumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ...

and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,
Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>

Date: Thursday, December 12, 2019 at 7:08 AM

To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden

<[REDACTED]> "Kevin J. Bohnsack" <[REDACTED]>

Cc: Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy

Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song

<[REDACTED]> Henry Love <[REDACTED]> "Griswold, Kathy"

<KGriswold@a2gov.org>

Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all, After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <[REDACTED]> Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.
I don't know if a date has been set yet.

Harvey W. Berman
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office: 734-930-2493
email: hberman@bodmanlaw.com
My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"
<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <HBerman@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal [uofm.gov](mailto:uofm@uofm.edu) e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate
Harvey

Harvey W. Berman
BODMAN PLC
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201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com
My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"

<image001.gif>

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBerman@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers
<[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song
<[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts
<[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,
Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage

the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBERMAN@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion sessions available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,
Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being

included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccdotor.wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaaLOZ4GyPDD5dMnU672KpJG3yMyjbi_kQr08YcJ4NQnjksBy9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers

<[REDACTED]> wrote:

Well.....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers

<[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to

be non-residential development.
Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.
Cheers.
-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack
Vice President
Glacier Highlands Neighborhood Association
cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions

on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life. Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney" <[REDACTED]> wrote:

Hi All - I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied! Enjoy the rest of summer!
Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich <[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!
Sandy
<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song <[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up

again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on re-zoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin

<North Campus Master Plan - 2008.pdf>

--
Michael J. Rein
Director of Community Relations

Office of the Vice President for Government Relations
<span style="font-f

From: [GERRY BORGULA](#)
To: [Smith, Chip](#); [Ramlawi, Ali](#)
Subject: firing of city administrator
Date: Wednesday, February 19, 2020 9:06:06 AM

Dear Sirs,

I am writing to express my distaste in the way the city administrator was fired. It reeks of backdoor politics. Something I do not want to see in council meetings, not to mention it is costing us tax payers a huge amount of money. This is not the way I believe the city council should conduct business. I am well aware that one of you voted to fire him and one did not. Be aware that this decision and actions like it will guide my decision at the ballot box. Thank you Mr Smith for voting against this shameless act.

Gerry Borgula



From: [Suzanne Perkins](#)
To: [Nelson, Elizabeth](#)
Subject: Fwd: Lazarus firing
Date: Wednesday, February 19, 2020 9:08:39 AM

Hey Elizabeth,

I was available to speak to last night and also available to receive an email response to my message. I think, as I said directly to you, that your decision is not in keeping any any stated goals of furthering a2zero, affordable housing or the dioxin plume. Please speak to me directly instead of venting to my mother. I was very disappointed by the group of you acting like children and somehow going to my mom confirms that. And yes I will be working hard to make sure that the five true progressives working for affordable housing, the environment and safety are elected. I think that Jack really burned bridges including a lifelong one with my mom. I am happy to have coffee with you to discuss how you can be on the environment fixing train instead of the wasting council time train.

Sent from my iPad

Begin forwarded message:

From: Barbara Perkins [REDACTED]
Date: February 19, 2020 at 8:53:29 AM EST
To: Suzanne Perkins [REDACTED]
Subject: Fwd: Lazarus firing

Begin forwarded message:

From: Elizabeth Nelson <elizabethnelson@mac.com>
Subject: Re: Lazarus firing
Date: February 18, 2020 at 11:43:11 PM EST
To: Barbara Perkins [REDACTED]

There isn't a contract to "finish"— it's renegotiated annually but letting him go at any time means paying the one year salary. This was the only way to do it outside of a legal mess. There's a lot people don't know, it's not nearly as clear cut as folks are insisting. I am extremely comfortable with my decision about this (it took me a year to get to this place).

What I've seen written in the last 12 hours makes me grateful for the voting charts I've compiled— people are throwing around the same tired generalizations about what council members vote for or against "always". Your daughter Suzanne is writing some astonishing things, the kind of stuff that prompted me to run for council in the first place. I'm really hopeful about more serious and sensible debate around

facts and reality rather than just manufactured insults. There's room for so much more healthy/intelligent disagreement than what's happening now.

Sorry for the venting. What's the saying... a lie gets halfway around the world before the truth gets its pants on? It feels like that.

Elizabeth

Sent from my iPhone

On Feb 18, 2020, at 2:46 PM, Barbara Perkins

 > wrote:

Paying to fire the City Administrator before his contract is over doesn't make any sense to me. Barbara Perkins

From: [Eaton, Jack](#)
To: [Ryan J Stanton](#)
Subject: February 18 article
Date: Wednesday, February 19, 2020 9:09:00 AM

Ryan,

Thank you for your continued coverage of Council meetings and news. i know it is difficult to cover politics without being criticized, so accept my sympathies for that.

Recognizing the difficulty of maintaining fairness in reporting, I wish to raise a minor point. In your February 18 article "Ann Arbor city administrator fired in 7-4 council vote", you include a quote from someone in the audience:

“This is disgraceful!” one resident yelled from the audience Tuesday night, calling for an open hearing.

I think that remark deserves context. She also indicated her belief, with which I disagree, that the non-disparagement clause of the separation agreement was intended to hide administrative corruption. She seemed to be asserting that a public airing of the reasons for the separation would reveal that the Administrator had engaged in some sort of corruption. Nothing could be further from the truth, but that point of view provides important perspective on her exclamation and her call for a public hearing.

Thank you for your attention to this.

Best wishes,
Jack

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Bret Hautamaki](#)
To: [Ackerman, Zach](#)
Subject: One Constituent's Thoughts
Date: Wednesday, February 19, 2020 9:09:54 AM

CM Ackerman-

I feel compelled to write this morning in support of yourself, CM Smith, CM Grand, and Mayor Taylor, even though I'm not in your Ward (we're in Ward 4). My wife and I have been religiously watching Council meetings for almost a year now and although we typically have opinions and feelings about what this new majority does, I've never come away from a meeting feeling gross, sad, and disgusted. The majority got political in an extremely personal way by firing Administrator Lazarus and it leaves me feeling terrible for him and for the near future of our city. I wonder who the city could possibly convince to come and do that job now in light of what they've done to Mr. Lazarus. Although CM Eaton, after meeting and seeing him many times over the last year or two always comes across as very kindly, friendly, and measured, last night's actions confirmed for me that he's a sneaky, underhanded political actor as bad as any other out there. I can't say the first half of the previous sentence about CM Nelson, however, having attended a few of her coffee hours... I can't say that our neighbor friend ex-CM Krapohl didn't warn us about her. I'm also less than impressed about CM Eaton's politicization of a suicide to take some pot-shots at the DDA, to say the least. At any rate, I wanted to pass along my extreme disappointment in many of your Council colleagues along with my highest level of support for yourself, CM Smith, CM Grand, and Mayor Taylor. By the way, if your letter's mention of clandestine meetings by the majority implies any sort of Public Meeting violations then I hope you aggressively pursue that. I am now so committed to working to get Ms Eyer elected in our Ward this August in a way that I wasn't prior to last night. Please keep fighting the good fight and know that you have a lot of supporters that now more than ever want to see you take the majority to task. We just wish you were running for re-election this August :(

As a side note, we attended CM Nelson's coffee hours this past Sunday where I spoke with her about CM Griswold's proposed new Mobility Council and came away frustrated because I asked her the same questions that you asked last night and her only responses were basically, "I don't know, ask Kathy why she's doing it - she only lives a few miles away," and "well Council Members are residents too, so why do you want to deny us our opportunity to be represented?" I have a bad feeling about the 'real' reasons behind CM Griswold proposing this new commission. As with Jack, speaking with Elizabeth has become an exercise in talking to a brick wall. We are tired of her lecturing Ward 4 about being neighborly and anti-faction in her newsletters while being just as politically-motivated as Jack and their overlord Pat Lesko. Anyway, I'm sad to see CM Griswold's power grab of transportation interests away from the 'dumb non-engineer' residents that supposedly make up the Transportation Commission. Overall I'm just so sad for our city and can't wait until August. Thank you for all that you do, though, and know that we strongly support you.

-Bret Hautamaki


From: [Sandy Aldrich](#)
To: [Lumm, Jane](#)
Subject: Re: NEA2CC engagement with UM
Date: Wednesday, February 19, 2020 9:12:08 AM

I would strongly suggest that you and Kathy hold a public meeting to explain the timeline and the reasoning. I am happy to coordinate a meeting at Sweetwaters for the Ward 2 voters to attend. I have also reached out to Kathy.

"..he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective" this is certainly a loaded comment and I would like more information on the series of events that lead to this conclusion. One could argue the same for the elected officials.

On Wed, Feb 19, 2020 at 9:04 AM Lumm, Jane <JLumm@a2gov.org> wrote:

Good morning, Sandy,

I understand and accept why you are not happy with how this unfolded, and also appreciate that, for various reasons, you have not held me in the highest regard. I appreciate that you have always determined that my various opponents were better suited to represent you, and that is certainly your right and I respect you for advocating for the individuals and policies that represent you. My regret is that I have never been able to adequately and sufficiently satisfy your representation and voice. I do truly regret that you have viewed me as a consistent disappointment ill-suited to represent you. I see this as an unfortunate failure on my part, and one for which I sincerely apologize.

The separation agreement and resolution were added to the agenda in compliance with Mr. Lazarus' request, a request he made in a closed session with members of the Administration Committee, and in concert and compliance with the City Attorney's guidance and timing. I felt, all along, it was important to get this in front of the public as soon as feasible, but the fact of the matter is, and I checked in with the City Attorney on this innumerable times, the agreement was not finalized (by the Attorney's Office or Mr. Lazarus and his representative) until very late Friday. Almost immediately after it was provided, I forwarded it to the Council and requested the City Clerk place it on Legistar for public view. Less than perfect, timing-wise, to be sure, and I apologize.

This outcome has been building for a number of years, and I believe that with Mr. Lazarus' most recent application for the Gainesville City Mgr. position (last Fall), an application in which he publicly stated that he was at odds with the elected body that was put into office as a result of the 2018 election, he made it clear that he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective. This is problematic on many levels – and, primarily because these folks were elected to represent their constituents' and, in so doing, would present recommendations for the City to implement. Issues also resulted when the implementation failed due to differences of views and perspectives. This is not how representative democracies function, and just one illustration I will offer to illustrate that this organization has not been functioning as our community deserves.

From the outside looking in, I can see how this appears as a failure on the parts of the elected officials to support an individual who was aligned with their policies. Again, this is problematic from a council-manager government standpoint and I would be happy to explain when most convenient for you.

I would be happy to discuss further at any time and when most convenient for you if you have an interest.

Thank you, Sandy.

Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Wednesday, February 19, 2020 6:54 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: NEA2CC engagement with UM

The lack of communication and transparency is appalling. I will talk to you in person when we can find the time.

I originally didn't mean to cc the group but I am glad I did. I was at DTW picking my MIL up from the airport and was fuming when I read about the agenda item added on the day it was going to be voted on. This is the kind of behavior that we chastised the U about. I am not happy at all with this decision. In this case, you certainly don't represent me nor many in my circle of influence.

Sandy

On Tue, Feb 18, 2020, 10:07 PM Sandy Aldrich <[REDACTED]> wrote:

I will take this off line with you.

On Tue, Feb 18, 2020, 2:55 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not received until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again, consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we are striving to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me [REDACTED] to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <JLumm@a2gov.org>

Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <[REDACTED]> Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBerman@bodmanlaw.com>; Andrea Darden <[REDACTED]> Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors

on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ...

and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,

Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <[REDACTED]>, "Kevin J. Bohnsack" <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all. After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <[REDACTED]>, Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.

I don't know if a date has been set yet.

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<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <Herman@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]>
Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>;
Griswold, Kathy <Kgriswold@a2gov.org>
Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal a2.gov e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate

Harvey

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBerman@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers
<[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song
<[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts
<[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,

Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBERman@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

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"Diversity-Focused Company"

<image001.gif>

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBERman@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion session

available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,

Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and

encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccd.org.wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaalOZ4GyPDD5dMnU672KpJG3yMyjbi_kOr08YcJ4NOnjkSBy9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers <[REDACTED]> wrote:

Well....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it is 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers <[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack <[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack

Vice President

Glacier Highlands Neighborhood Association

cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in

apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[\[REDACTED\]](#)> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life. Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney" <[\[REDACTED\]](#)> wrote:

Hi All -

I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet

formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied!

Enjoy the rest of summer!

Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich <[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song <[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on re-zoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone

and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin

<North Campus Master Plan - 2008.pdf>

--

Michael J. Rein

Director of Community Relations

Office of the Vice President for Government Relations

<span style="font-f

From: [Bret Hautamaki](#)
To: [Smith, Chip](#)
Subject: One Constituent's Thoughts
Date: Wednesday, February 19, 2020 9:13:41 AM

CM Smith-

I feel compelled to write this morning in support of yourself, CM Ackerman, CM Grand, and Mayor Taylor, even though I'm not in your Ward (we're in Ward 4). My wife and I have been religiously watching Council meetings for almost a year now and although we typically have opinions and feelings about what this new majority does, I've never come away from a meeting feeling gross, sad, and disgusted. The majority got political in an extremely personal way by firing Administrator Lazarus and it leaves me feeling terrible for him and for the near future of our city. I wonder who the city could possibly convince to come and do that job now in light of what they've done to Mr. Lazarus. Although CM Eaton, after meeting and seeing him many times over the last year or two always comes across as very kindly, friendly, and measured, last night's actions confirmed for me that he's a sneaky, underhanded political actor as bad as any other out there. I can't say the first half of the previous sentence about CM Nelson, however, having attended a few of her coffee hours... And I can't say that our neighbor friend ex-CM Krapohl didn't warn us about her. I'm also less than impressed about CM Eaton's politicization of a suicide to take some pot-shots at the DDA, to say the least. At any rate, I wanted to pass along my extreme disappointment in many of your Council colleagues along with my highest level of support for yourself, CM Ackerman, CM Grand, and Mayor Taylor. By the way, if your letter's mention of clandestine meetings by the majority implies any sort of Public Meeting violations then I hope you aggressively pursue that. I am now so committed to working to get Ms Eyer elected in our Ward this August in a way that I wasn't prior to last night. Please keep fighting the good fight and know that you have a lot of supporters that now more than ever want to see you take the majority to task. We just wish you were running for re-election this August :(

As a side note, we attended CM Nelson's coffee hours this past Sunday where I spoke with her about CM Griswold's proposed new Mobility Council and came away frustrated because I asked her the same questions that CM Ackerman and others asked last night and her only responses were basically, "I don't know, go ask Kathy why she's doing it - she only lives a few miles away," and "well Council Members are residents too, so why do you want to deny us our opportunity to be represented?" I have a bad feeling about the 'real' reasons behind CM Griswold proposing this new commission. As with Jack, speaking with Elizabeth has become an exercise in talking to a brick wall. We are tired of her lecturing Ward 4 about being neighborly and anti-faction in her newsletters while being just as politically-motivated as Jack and their overlord Pat Lesko. Anyway, I'm sad to see CM Griswold's power grab of transportation interests away from the 'dumb non-engineer' residents that supposedly make up the Transportation Commission. Overall I'm just so sad for our city and can't wait until August. Thank you for all that you do, though, and know that we strongly support you.

-Bret Hautamaki


From: [Bret Hautamaki](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: One Constituent's Thoughts
Date: Wednesday, February 19, 2020 9:20:01 AM

Mayor Taylor-

I feel compelled to write this morning in support of yourself, CM Ackerman, CM Grand, and CM Smith and the statements you've made following the Council meeting. My wife and I have been religiously watching Council meetings for almost a year now and although we typically have opinions and feelings about what this new majority does, I've never come away from a meeting feeling gross, sad, and disgusted. The majority got political in an extremely personal way by firing Administrator Lazarus and it leaves me feeling terrible for him and for the near future of our city. I wonder who the city could possibly convince to come and do that job now in light of what they've done to Mr. Lazarus. Although CM Eaton, after meeting and seeing him many times over the last year or two always comes across as very kindly, friendly, and measured, last night's actions confirmed for me that he's a sneaky, underhanded political actor as bad as any other out there. I can't say the first half of the previous sentence about CM Nelson, however, having attended a few of her coffee hours... And I can't say that our neighbor friend ex-CM Krapohl didn't warn us about her. I'm also less than impressed about CM Eaton's politicization of a suicide to take some pot-shots at the DDA, to say the least. At any rate, I wanted to pass along my extreme disappointment in many of your Council colleagues along with my highest level of support for yourself, CM Ackerman, CM Grand, and CM Smith. By the way, if your letter's mention of clandestine meetings by the majority implies any sort of Public Meeting violations then I hope you all aggressively pursue that. I am now so committed to working to get Ms Eyer elected in our Ward this August in a way that I wasn't prior to last night. Please keep fighting the good fight and know that you have a lot of supporters that now more than ever want to see you take the majority to task. As a side note, we attended CM Nelson's coffee hours this past Sunday where I spoke with her about CM Griswold's proposed new Mobility Council and came away frustrated because I asked her the same questions that CM Ackerman and others asked last night and her only responses were basically, "I don't know, go ask Kathy why she's doing it - she only lives a few miles away," and "well Council Members are residents too, so why do you want to deny us our opportunity to be represented?" I have a bad feeling about the 'real' reasons behind CM Griswold proposing this new commission. As with Jack, speaking with Elizabeth has become an exercise in talking to a brick wall. We are tired of her lecturing Ward 4 about being neighborly and anti-faction in her newsletters while being just as politically-motivated as Jack and their overlord Pat Lesko. Anyway, I'm sad to see CM Griswold's power grab of transportation interests away from the 'dumb non-engineer' residents that supposedly make up the Transportation Commission. Overall I'm just so sad for our city and can't wait until August. Thank you for all that you do, though, and know that we strongly support you.

-Bret Hautamaki


P.S. I applied for the vacant seat on the Parks Commission two weeks ago and look forward to serving if I am seen fit for appointment.

From: [GERRY BORGULA](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: firing of city administrator
Date: Wednesday, February 19, 2020 9:25:21 AM

Mr Mayor,

I want you to know I am in full agreement with you in your voting to not fire the city administrator. I read your post and completely agree. I will remember your fine leadership at the ballot box. I am a 5th ward resident and have let my council members know my feelings on this matter also.

Thank you.

Gerry Borgula

From: [Juliet Slutzker](#)
To: [Smith, Chip](#)
Subject: Re: Administrator Lazarus
Date: Wednesday, February 19, 2020 9:25:30 AM

Thank you, Chip. You are right- this decision was very un-Ann Arbor, and I am incredibly disappointed in the lack of transparency and how it all went down. Thanks for standing up for the citizens who did not want this and who did not have the opportunity to make their voices heard.

Sincerely,
Juliet Slutzker

On Tue, Feb 18, 2020 at 11:54 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Juliet – you are 100% right on with everything you said. It’s almost as though you read my thoughts!

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we’re working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and

ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Juliet Slutzker [REDACTED] >
Sent: Tuesday, February 18, 2020 2:25 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Administrator Lazarus

Mr. Smith,

I am a current resident of Ward 5 and just learned about a resolution on tonight's agenda to terminate the city's contract with Howard Lazarus. I urge you to vote against this for a number of reasons.

- Termination - and even a close vote - will harm the city's reputation and will negatively affect the city's ability to both retain and attract the best talent
- A new administrator would find it immensely difficult serving in Ann Arbor under the present conditions where they are expected to please so many masters with such divergent views.
- Administrator Lazarus has generally been a strong sustainability supporter, especially when it comes to climate action. As a conservation professional, these are issues that I hold near and dear.
- In addition, based on a wide range of objective measures, city outcomes are stable or improving. In particular, city finances have improved significantly over the past few years.
- As Howard would be terminated without cause, this will cost the city **over a quarter million dollars** just to pay his severance, not to mention the costs associated with finding and hiring a new administrator. This process would also put too many issues and actions on hold, and likely would not result in anyone better.

Thank you for your consideration,

Juliet Slutzker

From: [Lumm, Jane](#)
To: [Sandy Aldrich](#)
Bcc: janelumm@comcast.net
Subject: Howard Lazarus
Date: Wednesday, February 19, 2020 9:27:00 AM

Sandy, The City and Howard Lazarus have signed and approved, legally, a non-disparagement agreement. The loaded comment was his own, and I can provide his statement from his Gainesville application, but what does this accomplish.

I will inquire with the City Attorney if a public meeting to discuss this action is permissible. We have, and sure you can understand this, clear guidance on discussing performance matters, which is what this action relates to, and, in this case, Mr. Lazarus has explicitly requested we not discuss what led to his departure in a public manner. I fully appreciate that those who support the city administrator believe the elected officials have erred. I know Mr. Lazarus was hoping to land the Gainesville job, and the Austin, TX position before that, and, had he done so, he would, like all of his, at least four, predecessors before him, resigned and no one would have, I don't believe, complained that he was not inclined to remain in Ann Arbor for a long-term. He was fully aware that he, for various reasons laid out to him in advance of last night, no longer had the support of the majority of the elected officials. This was not a surprise, and he, to his credit, recognized that this action was in the City's best interest. I don't want to punish the man by publicly discussing the issues that caused this action, and this will generate claims of lack of transparency which we cannot satisfy, but would be happy to hear folks' concerns with the decision.

I will follow-up with the City Attorney on your request.

Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Wednesday, February 19, 2020 9:09 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: NEA2CC engagement with UM

I would strongly suggest that you and Kathy hold a public meeting to explain the timeline and the reasoning. I am happy to coordinate a meeting at Sweetwaters for the Ward 2 voters to attend. I have also reached out to Kathy.

"..he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective" this is certainly a loaded comment and I would like more information on the series of events that led to this conclusion. One could argue the same for the elected officials.

On Wed, Feb 19, 2020 at 9:04 AM Lumm, Jane <JLumm@a2gov.org> wrote:

Good morning, Sandy,

I understand and accept why you are not happy with how this unfolded, and also appreciate that, for various reasons, you have not held me in the highest regard. I appreciate that you have always determined that my various opponents were better suited to represent you, and that is certainly your right and I respect you for advocating for the individuals and policies that represent you. My regret is that I have never been able to adequately and sufficiently satisfy your representation and voice. I do truly regret that you have viewed me as a consistent disappointment ill-suited to represent you. I see this as an unfortunate failure on my part, and one for which I sincerely apologize.

The separation agreement and resolution were added to the agenda in compliance with Mr. Lazarus' request, a request he made in a closed session with members of the Administration Committee, and in concert and compliance with the City Attorney's guidance and timing. I felt, all along, it was important to get this in front of the public as soon as feasible, but the fact of the matter is, and I checked in with the City Attorney on this innumerable times, the agreement was not finalized (by the Attorney's Office or Mr. Lazarus and his representative) until very late Friday. Almost immediately after it was provided, I forwarded it to the Council and requested the City Clerk place it on Legistar for public view. Less than perfect, timing-wise, to be sure, and I apologize.

This outcome has been building for a number of years, and I believe that with Mr. Lazarus' most recent application for the Gainesville City Mgr. position (last Fall), an application in which he publicly stated that he was at odds with the elected body that was put into office as a result of the 2018 election, he made it clear that he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective. This is problematic on many levels – and, primarily because these folks were elected to represent their constituents' and, in so doing, would present recommendations for the City to implement. Issues also resulted when the implementation failed due to differences of views and perspectives. This is not how representative democracies function, and just one illustration I will offer to illustrate that this organization has not been functioning as our community deserves.

From the outside looking in, I can see how this appears as a failure on the parts of the elected officials to support an individual who was aligned with their policies. Again, this is problematic from a council-manager government standpoint and I would be happy to explain when most convenient for you.

I would be happy to discuss further at any time and when most convenient for you if you have an interest.

Thank you, Sandy.

Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Wednesday, February 19, 2020 6:54 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: NEA2CC engagement with UM

The lack of communication and transparency is appalling. I will talk to you in person when we can find the time.

I originally didn't mean to cc the group but I am glad I did. I was at DTW picking my MIL up from the airport and was fuming when I read about the agenda item added on the day it was going to be voted on. This is the kind of behavior that we chastised the U about. I am not happy at all with this decision. In this case, you certainly don't represent me nor many in my circle of influence.

Sandy

On Tue, Feb 18, 2020, 10:07 PM Sandy Aldrich <[REDACTED]> wrote:

I will take this off line with you.

On Tue, Feb 18, 2020, 2:55 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not received until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again, consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we are striving to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me [REDACTED] to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <[REDACTED]> Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBerman@bodmanlaw.com>; Andrea Darden <[REDACTED]> Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ... and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,
Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <[REDACTED]>, "Kevin J. Bohnsack" <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all. After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <[REDACTED]>, Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.

I don't know if a date has been set yet.

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My biography on bodmanlaw.com

Bodman is a Corp! Magazine
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<image001.gif>

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>

Cc: Berman, Harvey <HBerman@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <Kgriswold@a2gov.org>

Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal a2.gov e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns

and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard, minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate
Harvey

Harvey W. Berman
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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBerman@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers

<[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song
<[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts
<[REDACTED]> K Griswold <GriswoldKJ@gmail.com>

Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,
Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBerman@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion session available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we

are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,
Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccd.org/wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaalOZ4GyPDD5dMnU672KpJG3yMyjbi_kOr08YcJ4NOnjkSBY9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers <[REDACTED]> wrote:

Well.....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in

January 2020.

I told Sarah that the University will be moving forward with this property and that it is 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers

<[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack
Vice President
Glacier Highlands Neighborhood Association
cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack <[\[REDACTED\]](#)> wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life. Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney" <[\[REDACTED\]](#)> wrote:

Hi All -
I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied! Enjoy the rest of summer!
Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich <[REDACTED]> wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song <[REDACTED]> wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on rezoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin



--

Michael J. Rein
Director of Community Relations

Office of the Vice President for Government Relations
<span style="font-f

From: [Elizabeth Pettie](#)
To: [Ramlawi, Ali](#)
Subject: City Administrator
Date: Wednesday, February 19, 2020 9:27:28 AM

I am dismayed by your vote to fire the city administrator without cause. Such action is capricious and fiscally irresponsible. I voted for you looking forward to civic projects such as parks, bike lanes, walking paths, and infrastructure for public institutions like libraries and civic centers. The city administrator was working towards these goals.

What was the justification for such drastic action?

Elizabeth Pettie

Sent from my iPhone

From: [Ed Sketch](#)
To: [Smith, Chip](#)
Subject: RE: Howard Lazarus
Date: Wednesday, February 19, 2020 9:36:03 AM

Hi Chip

Thanks. This is a very good statement and I have circulated it.

Happy to have coffee with you. We need to set this council on another footing. Get rid of the DIINOs: Democrats and Independent in Name Only. 😊

ED

From: Smith, Chip [mailto:ChSmith@a2gov.org]
Sent: Tuesday, February 18, 2020 11:42 PM
To: Ed Sketch
Subject: RE: Howard Lazarus

Ed, as promised, here is the statement that I released in conjunction with my colleagues CM Ackerman and Grand. Hope to see you around the Y sometime. Unfortunately, CM Ramlawi voted to terminate Mr. Lazarus. Please reach out and lets have coffee!

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus **without cause**. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated

professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there’s the simple fact that if this Council majority wanted to change city policies they dislike, there’s a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can’t get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Ed Sketch [REDACTED]
Sent: Tuesday, February 18, 2020 4:39 PM
To: Smith, Chip <ChSmith@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Subject: Howard Lazarus

Dear Chip and Ali

As my City Council members

I would just like you to know that I am wholly opposed to the way an efficient City Manager Howard Lazarus is being fired. There is a lot of anger on this issue amongst the voters of Ann Arbor that I presume you have yet to feel the impact of.

I have some past experience, that Chip Smith and Chris Taylor will probably know about (Mack Pool Closure issue in 2010) in organizing an effective single issue political campaign. As a motivated retiree, I am ready to start on this issue and hold to account all those who vote in favor of the dismissal. If there are good grounds for this action then transparency suggests they be made public.

Thank you for your service to the City.

Ed Sketch

From: [Lori Roddy](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: Re: Resolution regarding Howard Lazarus
Date: Wednesday, February 19, 2020 9:40:46 AM

Hi Chris -

Thanks for clarifying - it is infuriating to know that Howard is let go without cause. I know that you care deeply for the city and have done so much to support Howard in his role as administrator. I just read your statement with Zach, Julie and Chip - thanks for all the work you have done to invest and care for our community. I can only imagine how disheartened and frustrated you must feel.

Warmly,

Lori

[Lori Roddy](#)
Executive Director

[Neutral Zone](#) | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

On Wed, Feb 19, 2020 at 8:04 AM Taylor, Christopher (Mayor) <CTaylor@a2gov.org> wrote:

Lori,

Thank you for this. There is much to be said and I am delighted to chat as you wish, but I would like to state firmly that the termination is 100% without cause. Insubordination is anathema to Mr. Lazarus, a gentleman who respects chain of command.

Please let me know how I can help move Futurecorps forward.

Christopher

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

From: Lori Roddy <lori@neutral-zone.org>

Sent: Tuesday, February 18, 2020 4:57 PM

To: CityCouncil <CityCouncil@a2gov.org>; Lori Bennett Stein <[REDACTED]>

Subject: Resolution regarding Howard Lazarus

Dear City Council -

I would like to express my deep concern for the resolution put forward for tonight's city council meeting to terminate Howard Lazarus for insubordinate actions.

Three years ago Howard Lazarus reached out to personally connect and understand how to support our Black youth. Over the past few years, we have worked together as partners to build the Futurecorps program, an innovative workforce development partnership to truly transform our young people's lives. I have worked with his entire city administration team and experienced city staff demonstrating high quality work and commitment under Howard's administration.

Howard has shown himself to be a high-level administrator who has led a team to make commitments to serve our youth of color, work in partnership with community organizations, and lead our city in carbon neutrality efforts. I hope that these efforts should not easily be dismissed even if he disagrees with council actions.

I urge city council to **not** vote tonight on such an important decision without being far more transparent about the causes for his removal.

With appreciation,

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Lori Roddy
Executive Director

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From: [Lori Roddy](#)
To: [Smith, Chip](#)
Subject: Re: Resolution regarding Howard Lazarus
Date: Wednesday, February 19, 2020 9:44:23 AM

Hi Chip -

Thanks for your message, it matters. I know this is infuriating and disheartening for you. Your statement is clear and powerful, thank you for working to create it and share it with others. I will send it on to my folks as well.

I know your job is rather thankless at times. Thank you for the work that you have championed and the support you have given to Howard to do his job as chief administrator. The city continues to need your leadership -

Warmly -

Lori

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Executive Director

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On Tue, Feb 18, 2020 at 11:40 PM Smith, Chip <ChSmith@a2gov.org> wrote:

I think you know I'm not insane, so I did not support this. I'm actually sick about where our city is headed!

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

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Your neighbors,

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City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: [Kristen Nyht](#)
To: [Smith, Chip](#)
Subject: Re: Keep our City Administrator!
Date: Wednesday, February 19, 2020 9:48:05 AM

Thank you Chip, I appreciate both your response and your position on this topic. It is a really unfortunate action that we will be paying for in years to come.

-Kristen Nyht

On Tue, Feb 18, 2020 at 11:55 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Kristen,

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The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will

continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Kristen Nyht <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:56 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Keep our City Administrator!

Council members,

I just read, with great disappointment and alarm, that you are considering firing our City Administrator Howard Lazarus without cause. I am appalled that you would even consider this action. Mr. Lazarus is a nationally-recognized civil servant with decades of leadership experience. He has a great track record in Ann Arbor. I trust him as a careful manager of our funds and the operation of our city, and most of all admire his integrity. I can't believe that you will just throw him out for doing his job, and doing it well.

Let's be clear about this: Ann Arbor will definitely be worse off for this action. Not only for Mr. Lazarus's removal, which is egregious and wrong, but I also expect that this will weaken future city administrators too. No one will want this job with such a capricious and frankly lying bunch of council members. And on top of it all, you will remove another \$275,000 from our city's budget for no reason at all!

For every one of you that vote to remove him, I will work against you in the next election to make sure you cannot be responsible for anything in our city again. I am appalled at your actions, and will make sure that other voters know about it too.

-Kristen Nyht

From: [Kerry Sheldon](#)
To: [Ramlawi, Ali](#)
Subject: Disappointed
Date: Wednesday, February 19, 2020 9:50:43 AM

Ali,

I was shocked and disappointed to hear about the abrupt (and in my opinion, wholly inappropriate) dismissal of Administrator Lazarus. As a Ward 5 resident, I feel your vote has utterly misrepresented my interests.

Respectfully,
Kerry

Kerry Sheldon, Founder
Bridgeport Consulting, LLC
(734) 260-1926
www.bridgeportllc.com

From: [David Widmayer](#)
To: [Eaton, Jack](#); [Nelson, Elizabeth](#)
Subject: Re: I strongly object to resolution 20-0308
Date: Wednesday, February 19, 2020 9:53:10 AM

Mr. Eaton and Ms. Nelson,

I'm not surprised to hear blatant lies from your side of the aisle. "This separation is in no way unusual" is patently false, and frankly insulting to my intelligence. You planned this in secret because you and your cabal are cowards and a fools, and this city will remember you all as such. You ought to be embarassed, but you've never showed any shame over being utter tools and I doubt you'll start now. The saddest part is y'all didn't even cook this up on your own - tell your boss Pam I said congratulations on her win. Credit where credit is ACTUALLY due.

I wish you the worst of luck in your continued endeavors to ruin this city and waste our tax dollars.

-David Widmayer

On Tue, Feb 18, 2020 at 3:38 PM Eaton, Jack <JEaton@a2gov.org> wrote:

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 18, 2020, at 2:48 PM, David Widmayer <> wrote:

Mr. Mayor and City Council,

Since the resolution lacks any explanatory context that I'm aware of, and given the sponsors, I'm concerned that resolution 20-0308 (Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus) is an effort to fire the City Administrator, and not the conclusion of a bilateral negotiation with him.

I'm writing to you as a resident of Ann Arbor for nearly two decades to express my strong objection to any effort to force the City Administrator from his job. I fear that any effort to remove Administrator Lazarus at this time is motivated by petty animus over his willingness to accurately call out the unprofessional conduct of the new anti-development contingent on City Council.

Administrator Lazarus has, throughout his tenure, consistently acted in the best interests of the citizens of Ann Arbor. He does not deserve to be fired for expressing how difficult the new, negative faction of Council is to work with. His frustration is shared by thousands of the residents of this city. Do you plan to punish us, as well?

I implore you to instead consider that your obligation as a public servant is to represent ALL the citizens of Ann Arbor, and not just those who voted for you. Inflammatory rhetoric from councilmembers does lasting damage to the community, as does the pursuit of personal vendettas.

Yours,

David Widmayer

[REDACTED]

Ann Arbor, MI 48108

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Taylor, Christopher \(Mayor\)](#)
To: [Lazarus, Howard](#)
Subject: Fw: Resolution regarding Howard Lazarus
Date: Wednesday, February 19, 2020 9:56:00 AM

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

From: Lori Roddy <lori@neutral-zone.org>
Sent: Wednesday, February 19, 2020 9:40 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: Re: Resolution regarding Howard Lazarus

Hi Chris -

Thanks for clarifying - it is infuriating to know that Howard is let go without cause. I know that you care deeply for the city and have done so much to support Howard in his role as administrator. I just read your statement with Zach, Julie and Chip - thanks for all the work you have done to invest and care for our community. I can only imagine how disheartened and frustrated you must feel.

Warmly,

Lori

[Lori Roddy](#)
Executive Director
[Neutral Zone](#) | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

On Wed, Feb 19, 2020 at 8:04 AM Taylor, Christopher (Mayor) <CTaylor@a2gov.org> wrote:

Lori,

Thank you for this. There is much to be said and I am delighted to chat as you wish, but I would like to state firmly that the termination is 100% without cause. Insubordination is anathema to Mr. Lazarus, a gentleman who respects chain of command.

Please let me know how I can help move Futurecorps forward.

Christopher

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

From: Lori Roddy <lori@neutral-zone.org>

Sent: Tuesday, February 18, 2020 4:57 PM

To: CityCouncil <CityCouncil@a2gov.org>; Lori Bennett Stein <[REDACTED]>

Subject: Resolution regarding Howard Lazarus

Dear City Council -

I would like to express my deep concern for the resolution put forward for tonight's city council meeting to terminate Howard Lazarus for insubordinate actions.

Three years ago Howard Lazarus reached out to personally connect and understand how to support our Black youth. Over the past few years, we have worked together as partners to build the Futurecorps program, an innovative workforce development partnership to truly transform our young people's lives. I have worked with his entire city administration team and experienced city staff demonstrating high quality work and commitment under Howard's administration.

Howard has shown himself to be a high-level administrator who has led a team to make commitments to serve our youth of color, work in partnership with community organizations, and lead our city in carbon neutrality efforts. I hope that these efforts should not easily be dismissed even if he disagrees with council actions.

I urge city council to **not** vote tonight on such an important decision without being far more transparent about the causes for his removal.

With appreciation,

Lori

Lori Roddy
Executive Director

Neutral Zone | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

From: [Sandy Aldrich](#)
To: [Lumm, Jane](#)
Subject: Re: Howard Lazarus
Date: Wednesday, February 19, 2020 9:57:51 AM

I would like to request a meeting and will help to coordinate it. There is a tremendous amount of outrage as you are well aware.

On Wed, Feb 19, 2020 at 9:28 AM Lumm, Jane <JLumm@a2gov.org> wrote:

Sandy, The City and Howard Lazarus have signed and approved, legally, a non-disparagement agreement. The loaded comment was his own, and I can provide his statement from his Gainesville application, but what does this accomplish.

I will inquire with the City Attorney if a public meeting to discuss this action is permissible. We have, and sure you can understand this, clear guidance on discussing performance matters, which is what this action relates to, and, in this case, Mr. Lazarus has explicitly requested we not discuss what led to his departure in a public manner. I fully appreciate that those who support the city administrator believe the elected officials have erred. I know Mr. Lazarus was hoping to land the Gainesville job, and the Austin, TX position before that, and, had he done so, he would, like all of his, at least four, predecessors before him, resigned and no one would have, I don't believe, complained that he was not inclined to remain in Ann Arbor for a long-term. He was fully aware that he, for various reasons laid out to him in advance of last night, no longer had the support of the majority of the elected officials. This was not a surprise, and he, to his credit, recognized that this action was in the City's best interest. I don't want to punish the man by publicly discussing the issues that caused this action, and this will generate claims of lack of transparency which we cannot satisfy, but would be happy to hear folks' concerns with the decision.

I will follow-up with the City Attorney on your request.

Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Wednesday, February 19, 2020 9:09 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: NEA2CC engagement with UM

I would strongly suggest that you and Kathy hold a public meeting to explain the timeline and the reasoning. I am happy to coordinate a meeting at Sweetwaters for the Ward 2 voters to attend. I have also reached out to Kathy.

"..he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective" this is certainly a loaded comment and I would like more information on the series of events that led to this conclusion. One could argue the same for the elected officials.

On Wed, Feb 19, 2020 at 9:04 AM Lumm, Jane <JLumm@a2gov.org> wrote:

Good morning, Sandy,

I understand and accept why you are not happy with how this unfolded, and also appreciate that, for various reasons, you have not held me in the highest regard. I appreciate that you have always determined that my various opponents were better suited to represent you, and that is certainly your right and I respect you for advocating for the individuals and policies that represent you. My regret is that I have never been able to adequately and sufficiently satisfy your representation and voice. I do truly regret that you have viewed me as a consistent disappointment ill-suited to represent you. I see this as an unfortunate failure on my part, and one for which I sincerely apologize.

The separation agreement and resolution were added to the agenda in compliance with Mr. Lazarus' request, a request he made in a closed session with members of the Administration Committee, and in concert and compliance with the City Attorney's guidance and timing. I felt, all along, it was important to get this in front of the public as soon as feasible, but the fact of the matter is, and I checked in with the City Attorney on this innumerable times, the agreement was not finalized (by the Attorney's Office or Mr. Lazarus and his representative) until very late Friday. Almost immediately after

it was provided, I forwarded it to the Council and requested the City Clerk place it on Legistar for public view. Less than perfect, timing-wise, to be sure, and I apologize.

This outcome has been building for a number of years, and I believe that with Mr. Lazarus' most recent application for the Gainesville City Mgr. position (last Fall), an application in which he publicly stated that he was at odds with the elected body that was put into office as a result of the 2018 election, he made it clear that he preferred to depart Ann Arbor because it was difficult to work with individuals with whom he had a different view /perspective. This is problematic on many levels – and, primarily because these folks were elected to represent their constituents' and, in so doing, would present recommendations for the City to implement. Issues also resulted when the implementation failed due to differences of views and perspectives. This is not how representative democracies function, and just one illustration I will offer to illustrate that this organization has not been functioning as our community deserves.

From the outside looking in, I can see how this appears as a failure on the parts of the elected officials to support an individual who was aligned with their policies. Again, this is problematic from a council-manager government standpoint and I would be happy to explain when most convenient for you.

I would be happy to discuss further at any time and when most convenient for you if you have an interest.

Thank you, Sandy.

Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Wednesday, February 19, 2020 6:54 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: Re: NEA2CC engagement with UM

The lack of communication and transparency is appalling. I will talk to you in person when we can find the time.

I originally didn't mean to cc the group but I am glad I did. I was at DTW picking my MIL up from the airport and was fuming when I read about the agenda item added on the day it was going to be voted on. This is the kind of behavior that we chastised the U about. I am not happy at all with this decision. In this case, you certainly don't represent me nor many in my circle of influence.

Sandy

On Tue, Feb 18, 2020, 10:07 PM Sandy Aldrich <[REDACTED]> wrote:

I will take this off line with you.

On Tue, Feb 18, 2020, 2:55 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Dear Sandy,

Are you writing about the UM garage facility or the separation agreement w/Mr. Lazarus? If the latter, I am happy to answer any questions, and have regular coffee hours every Thurs. a.m. at the Plum Mkt. (8 a.m. – 9:30, but often there 'till 11/so).

Despite the subject line, will presume the latter, and share that the separation agreement and resolution are being placed on the agenda, timing-wise, in concert with Mr. Lazarus' timing request/understanding as was discussed at the last Administration Cte. meeting. Also, the separation agreement was approved by Mr. Lazarus, Mr. Lazarus' attorney and the City Attorney, and the final version was not received until early last evening. As soon as it was received, I requested it be placed on Legistar. I apologize for the delay, and will say that, in recognizing the gravity of this recommendation, a recommendation we have not arrived at without great deliberate thought, we are attempting to do this in the most respectful manner for Mr. Lazarus. He deserves to depart his employment without derision, and hence the shortened time frame – again,

consistent with his expressed wishes.

I arrived at this decision after great thought and introspection, and believe, as do many of my colleagues, that the best short and long-term interests of the city are served by a change in leadership and a new direction. We all care deeply about the direction and future path forward of our wonderful city, and, in terms of the leadership concern, will just share that Mr. Lazarus, in his application for the Gainesville City Mgr. position did indicate that the new council was charting a different direction or path forward, and this made it difficult for him to serve and why he was seeking employment elsewhere (he had also previously applied for the City Mgr. position in Austin, TX). I do very much believe that all of our elected officials strive to serve their constituents, and often this may mean representing views and policies that staff members do not necessarily agree with or support. Public servants understand this dichotomy and respect that setting policy is the purview of the elected officials (consistent with the City Charter) charged with this responsibility.

This action is the result of a mutually shared and recognized change in direction, and we strive to serve what is in our City's short and long-term best interests.

I fully recognize that you do not agree with this direction, and apologize for the disappointment recognizing that you support the City Administrator remain in his position.

Please feel free to call me [REDACTED] to discuss further or join me for coffee on this upcoming or any Thursday.

Thank you, again, for taking the time to write, and hope this is helpful.

Best regards, Jane

From: Sandy Aldrich <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Rein, Michael (U of M) <reinm@umich.edu>; Kevin J. Bohnsack <[REDACTED]> Griswold, Kathy <KGriswold@a2gov.org>; Berman, Harvey <HBerman@bodmanlaw.com>; Andrea Darden <[REDACTED]> Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]>
Subject: Re: NEA2CC engagement with UM

Jane,

Please provide an explanation for the lack of transparency and communications on this matter. We have worked hard to build a trusted relationship in this circle yet I don't believe you are practicing the same courtesy to your constituents.

Please explain.

Sandy Aldrich

<https://a2gov.legistar.com/LegislationDetail.aspx?ID=4335447&GUID=D93D610F-37D7-46AE-9BD9-16DC70E02850&Options=&Search=>

On Tue, Feb 11, 2020, 6:02 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks very much, Mike! Jane

Sent from my iPhone

On Feb 11, 2020, at 5:36 PM, Michael Rein <reinm@umich.edu> wrote:

Kevin,

Good afternoon and thanks for contacting me. We are gratified you found the January 28th meeting informative and hope your neighbors feel the same.

In terms of the traffic flow once the project is complete, UM administration will be monitoring the Baxter and Hubbard east-west transit routes and will continue to work with you and your neighbors

on the positive resolution of concerns brought to our attention. Further, the site layout and building were designed for the buses to move forward through the facility and site in a forward direction in order to minimize the "back-up beeping" you refer to.

The plans and drawings presented on January 28th were actually placed on the Dean Road Transportation Facility project page last week (2/4). However, they were placed under the tab "Additional Information". This has been a source of confusion, for which we apologize. UM's Architectural, Engineering and Construction (AEC) department utilized the Additional Information tab to differentiate this revised project from the previous transportation facility project brought forward in 2018.

The correct link is: <https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/additional-information/>

We are working with AEC to move the 1.28.20 presentation materials under the "Project Details" tab, where most people seemed to have been looking. Again, sorry for any confusion. Please let me know if you continue to have problems accessing the materials or if you have any further questions.

Mike

On Tue, Feb 11, 2020 at 6:34 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Mike,

We had a very engaging open house a couple weeks ago regarding the Dean Road transportation facility. Thanks for hosting and bringing out the various subject matter experts for additional discussions. The contractors' analyses regarding air quality and noise along with the UofM SPH expert review were helpful in addressing the primary concerns. Some neighbors still had questions about the overall traffic flow and volume projections but we trust you will hold the transportation center leaders accountable to their use of Baxter and Hubbard as east and west-flowing ingress/egress routes respectively. We were also reassured there would be no significant back-up beeper noise generated as the design of the building is a forward flow for articulated buses and other vehicles.

Per conversations I had with leaders from UofM that night, they were going to make available the posters for review. As of my brief browsing this morning of the project website...

<https://umaec.umich.edu/projects/major-projects/dean-road-transportation-facility/> ...

and the original Record article... <https://record.umich.edu/articles/new-transportation-facility-be-constructed-north-campus/>

... I did not see them listed as a reference.

Please indicate the path forward so we can anticipate any other discussions in this vetting process prior to Regent review. It's great to see that we are more engaged this time around for better town/gown relations in the northeast Ann Arbor community. We appreciate your care and concern.

-Kevin

On Thu, Dec 12, 2019 at 12:36 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks, Kathy.

Now back to email, and my apologies for the delay. Appreciate your helpful clarification on where this stands. The UM is now looking at late January for the community mtg., and I'm hoping it's a date that will work for us all. The community mtg. will occur prior to this project being presented to the Regents.

Re: your air quality, noise, light, et. al. concerns, they have, as Kathy notes, been apprised by us of your concerns, and will be prepared to discuss and address when we meet.

While the UM perspective/argument that fewer bus trips across the City is a positive, we agree and share your concerns that this broader view does not, and needs to, more adequately address specific concerns about air quality and other environmental impacts in the NEAA area. I noted this at our "pre-meeting" -- that this is the environmental impact you would want the Univ. to satisfy most specifically -- and so your feedback on this has been most helpful.

Thanks for your helpful input and patience with all this, and all best, Jane

Sent from my iPhone

On Dec 12, 2019, at 10:48 AM, Griswold, Kathy <KGriswold@a2gov.org> wrote:

All,

I spoke to Mike Rein yesterday and he sent a follow up email to Jane and me today. The University is finalizing plans for a community meeting in late January. He plans to send a "save the date" notice prior to the holidays and a meeting notice after the holidays. I do not have all the details, but an air quality expert will be at the community meeting.

Jane and I are having an ongoing discussion with University leaders about the transportation building and your valid concerns, especially air quality. I am confident that the University staff are addressing the concerns raised at the last neighborhood leaders meeting and will have detailed responses and be prepared for a robust discussion.

All the best,

Kathy Griswold

From: "Lumm, Jane" <JLumm@a2gov.org>
Date: Thursday, December 12, 2019 at 7:08 AM
To: "Berman, Harvey" <HBerman@BODMANLAW.COM>, Andrea Darden <[REDACTED]>, "Kevin J. Bohnsack" <[REDACTED]>
Cc: Kate Delaney <[REDACTED]>, Susan Bowers <[REDACTED]>, Sandy Aldrich <[REDACTED]>, Kim Pitts <[REDACTED]>, Linh Song <[REDACTED]>, Henry Love <[REDACTED]>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

Thanks Harvey, Andrea and all, After the last neighborhood rep. mtg., I had a couple of exchanges w/the Mike, Sue, and Cynthia, and they indicated the community mtg. would be held sometime in mid to late-January. Your notes prompted me to follow-up to see if they can confirm a date, time, place for the community mtg. Will pass along any info. they provide.

All best, Jane

From: Berman, Harvey <HBerman@BODMANLAW.COM>
Sent: Wednesday, December 11, 2019 12:12 PM
To: Andrea Darden <[REDACTED]> Kevin J. Bohnsack <[REDACTED]>
Cc: Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: RE: NEA2CC engagement with UM

I spoke with Mike Rein after our last meeting. The University is planning an open house to review plans with our community in January.

I don't know if a date has been set yet.

Harvey W. Berman
BODMAN PLC
Suite 400
201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com
My biography on bodmanlaw.com

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From: Andrea Darden <[REDACTED]>
Sent: Wednesday, December 11, 2019 10:56 AM
To: Kevin J. Bohnsack <[REDACTED]>
Cc: Berman, Harvey <HBerman@BODMANLAW.COM>; Kate Delaney <[REDACTED]> Susan Bowers <[REDACTED]> Sandy Aldrich <[REDACTED]> Kim Pitts <[REDACTED]> Linh Song <[REDACTED]> Henry Love <[REDACTED]> Lumm, Jane <JLumm@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>
Subject: Re: NEA2CC engagement with UM

You and I must be on the same thought path. I just sent Cynthia an email this morning asking for information about the public forum and the air quality study.

-Andrea Darden
[REDACTED]

On Wed, Dec 11, 2019 at 9:53 AM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders,

I'd appreciate some further words on any progress or feedback we have had from UofM planners. Cynthia should be accountable to our concerns with the specific take homes so she can avoid any of the resistance we had to build a few years ago. Their lack of preparation led to our emergency - an avoidable and unnecessary tear in town gown relations.

If they could at least come forward with data-driven comparisons for air quality, in particular, I would

think we would at least know that due diligence has been followed prior to them going into a public forum. The looming issue of "the holidays" could potentially delay things further if we don't proactively engage them with a few pointed questions and requests.

Otherwise, it's time to crank up the machine again... and I don't think any of us from either side want that. Town and gown relationships could be so much better if they followed the values we have always espoused as concerned and activated citizens, taxpayers and UofM donors.

P.S. (even though it's before my signature) - I saw UofM grounds and maintenance workers planting trees along Green across from Busch's so we know they are moving forward on development of the future worker parking lot of the downtown hospital tower workers. What else are they moving forward on without full transparency? As Kate noted below, they certainly didn't expect to have to do another forum with our community stakeholders prior to a Regents meeting.

-Kevin

On Sat, Nov 23, 2019 at 6:10 PM Kevin J. Bohnsack <[REDACTED]> wrote:

Neighborhood leaders (with Hank Love added as the recent GHNA President) and elected Ward reps (using formal [a2.gov](mailto:uofm@uofm.a2.gov) e-mails),

BOTTOMLINE UP FRONT: A public forum is a great opportunity to hear UofM's final proposal following all of the preliminary meetings we have had. We, as past and current leaders, can still be proactive to ensure they address our concerns... or they are at risk with continuing a poor town-gown relationship and potential re-hack of what we experienced several years ago (significant resistance and protest) instead of the buy-in (or at least acceptance or even acquiescence) they seek.

OVERALL COMMENT ON RELATIONSHIP

Thanks for the continued dialogue. Let's be honest and forthright; we are in a better place than a few years ago. UofM officials are at least talking to us which, per Harvey's comments, is more than their usual MO. As a reminder, they are only accountable to Regents, not us or the city directly, so the leverage and influence remains in that body of elected officials. I agree with Kate, however, their lack of a plan for public transparency and potential leverage of a "leaders only" approach could have provided a shroud against further dialogue to continue raising ongoing concerns. Some issues still exist, specifically, from my understanding, related to process (public forum / open house) and a more in depth air quality analysis. Thoughts are below:

PROCESS AND PUBLIC FORUM

I agree it was disappointing UofM officials needed to be nudged to have a public forum prior to their planned breaking ground in the first quarter of 2020. Their January meeting could have poor optics, especially if there is any stated plan to put something forth to the Regents quickly thereafter so they can stick to their projected schedule. As Kate noted, the playbook exists from DTE (and, more recently, from the City for its traffic revisions) so you'd think they'd understand how to follow that lead. (Ironic, we have to tell the Leaders and the Best how to do both, especially since MANY of us are alum or staff.) A meeting 1-2 months away doesn't mean that we, as current and past leaders, can't continue to provide feedback in the development and vetting process, not as co-conspirators, but as sounding boards and community advocates. UofM can only be successful if there is general consensus they have addressed the primary sticking points as below.

SAFETY AND HUMAN HEALTH EXPOSURES

We have clearly and repeatedly provided them with feedback on ways to potentially allay concerns and mitigate issues that have been brought up time and time again re: safety and human health exposures related to traffic patterns, noise, light and air quality. From my understanding, the traffic, although admittedly more, will still flow east on Baxter, south on Dean and west on Hubbard,

minimizing traffic closer to Green. The orientation of the building complex and construction of the berm allays most of the noise and light issues from what was reported to me. (Full disclosure, I have only heard second hand about this most recent meeting.) Personally, I still would like to hear them commit to no back-up beepers since their selling point has always been to having a "drive through" building for the purposes of safety for their own workers.

The biggest outlier is still fumes and particulate matter (PM) from diesel buses and other vehicles. After a brief discussion with one of our neighborhood's subject matter experts (SME) on air quality and global warming, he noted he had done some research a few years ago during the first proposed project effort. His rough estimate was that the relative increase in PM would still be below EPA standards. Although I understand the UofM officials were touting the relative improvement to Ann Arbor's collective air quality by decreasing back and forth runs to Kipke, I'm underwhelmed and quite disappointed by their lack of concern and, quite frankly, respect for neA2cc's prior concerns. A science project for my daughter's 4th grade class could have told them the same thing - that less miles traveled leads to improved air quality for the environment. The issue is what impact we would notice from 30-60 buses starting up, idling and operating upwind from several housing developments, a daycare facility, apartment complexes and neighborhoods. Laundry trucks are not the same.

I would have thought UofM planners would have considered this air quality issue with much more detail. After briefly browsing the internet, I was able to find a nice summary from California about diesel PM:

<https://oehha.ca.gov/media/downloads/calenviroscreen/indicators/diesel4-02.pdf>

Officials there have been able to project the effect of PM based on traffic and predominant meteorological patterns per this website:

<https://oehha.ca.gov/calenviroscreen/indicator/diesel-particulate-matter>

so I am challenged to understand why/how UofM wouldn't be doing the same or similar analyses for the current site.

In fact, they actually HAVE done air quality analyses for Detroit via the School of Public Health (that I know about via my own MPH studies at UofM SPH).

<http://caphedetroit.sph.umich.edu/air-quality-health/>

Maybe this issue is actually a very minor concern (presuming our SME's back of the napkin thoughts of sub-EPA levels) or perhaps there is a stark change for the worse in air quality compared to the current state; regardless, without a best estimate / data-driven projection, it's very difficult to ascertain the risk involved and build further comfort with the proposal.

WAY FORWARD

There are many strategies we could utilize at this point and my understanding is that Jane has received word about a promised public forum. If UofM officials really want to show the effort and respect we deserve, I would humbly suggest they think about providing a more thorough analysis of the environmental / human impact and perhaps consider one more meeting. As all of us have various formal and informal connections to the Regents, the ultimate authority for approval, so I think they know they need to tread more carefully. The question is whether they actually comprehend it and will act / behave accordingly.

On Fri, Nov 22, 2019 at 4:59 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Thanks Kate

Harvey

Harvey W. Berman
BODMAN PLC
Suite 400
201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com

My biography on bodmanlaw.com

Bodman is a Corp! Magazine
"Diversity-Focused Company"

<image001.gif>

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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 4:49 PM
To: Berman, Harvey <HBerman@BODMANLAW.COM>
Cc: Lumm, Jane <JLumm@a2gov.org>; Sandy Aldrich <[REDACTED]> Susan Bowers
<[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song
<[REDACTED]> Andrea Darden <[REDACTED]> Kim Pitts
<[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Harvey -

I don't disagree that this is the reality. However, I do think that we can and should encourage UM to undertake a broader and a higher standard of community engagement and transparency than they currently exhibit. I think that they are in danger of repeating past mistakes by failing to involve more community members in this discussion and at earlier points in the process. While I understand that they can (and probably will do) whatever they want, without hearing that this isn't a great way to go about community outreach I fear things will (once again) not go well.

Thanks for your thoughts,

Kate

On Fri, Nov 22, 2019 at 4:13 PM Berman, Harvey <HBerman@bodmanlaw.com> wrote:

Kate

In reality, whether we like it or not, the University does not generally meet with the community or its leaders to receive input before approving a project and that is unlikely to change much in the future (unless possibly if they see they can do this in a constructive way that doesn't prevent them from needed future development). This is a one-off with no precedent because of the 2016 issues with this project and the Regent's highly unusual vote against the project as presented first time around. While I'm sure we all seek and encourage process and transparency, we are not in a position to dictate the terms of process, etc. of the University. Instead, we are doing what we can to encourage the University to continue the approach of including our community's views in this process/decision. None of us who have been involved would have been comfortable with this project moving forward without the University first bringing this to our entire community which will happen soon (tentatively January). I think the University deserves credit for reaching out to a people in our community (even if only a dozen or two) prior to a full reveal – even though the process may not have been handled in an ideal way. I think we have to continue to encourage the University to continue the process they have pursued on this project and not give the University reasons to change course.

Thanks for your comments.

Harvey

Harvey W. Berman
BODMAN PLC
Suite 400
201 South Division Street
Ann Arbor, Michigan 48104
office: 734-930-2493
email: hberman@bodmanlaw.com
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From: Kate Delaney <[REDACTED]>
Sent: Friday, November 22, 2019 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Sandy Aldrich <[REDACTED]> Susan Bowers <[REDACTED]> Kevin J. Bohnsack <[REDACTED]> Linh Song <[REDACTED]> Berman, Harvey <HBerman@BODMANLAW.COM>; Andrea Darden <[REDACTED]> Kim Pitts <[REDACTED]> K Griswold <GriswoldKJ@gmail.com>
Subject: Re: NEA2CC engagement with UM

Hi Jane -

I think the issue for me is that UM has failed to openly communicate this information. If they plan to have a meeting in January, it would have been helpful to have those dates at the most recent meeting so that when local neighborhood "leaders" sent out information, that could have been included. For me, I am concerned that there is a pattern that is unfortunate in how UM communicates with those of us that live in this area. For example, DTE both reached out to community leaders and to individuals to make several meetings and discussion session available. By only funneling information through neighborhood leads, the responsibility becomes ours, rather than the University's. So suddenly if information is not communicated, we are the ones responsible, and not UM.

I wish that they would make more of an effort to allow us to share information (for examples pictures of the tentative plans) and meeting dates, rather than vague information about meetings "at some point" even though the suggested, from my understanding, that they were ready to head to the Regents for a vote.

This is, of course, only my perspective, but I think all of us should be encouraging the UM folks to act with greater transparency and attention to the broader community in this area of A2.

Best,

Kate Delaney

On Fri, Nov 22, 2019 at 2:58 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Kate and all,

Sorry to hear, but understand why, folks are questioning why they were not notified of these UM mtg's. From the outset, and for all three of these mtg's., the UM wanted to have small group mtgs. with a few neighborhood assn. reps. from Green Baxter, Glacier Highlands, Vintage Valley, the NEA2CC. The UM was in charge and extended the mtg. invites. At the outset, Kirk and I provided neighborhood rep. contact info. to the UM for these meetings.

I've talked with or had email exchanges w/Cynthia, Mike Rein and Sue Gott since the last meeting. They've confirmed that the UM will host a broader neighborhood meeting sometime in January. I thanked them and hope this will help ease concerns about not being included in the other meetings. My sense and hope is this meeting will occur prior to this being advanced to the Regents, and I will confirm.

Think your message below is fine would be helpful.

Many thanks, and Happy Thanksgiving everyone! All best, Jane

Sent from my iPhone

On Nov 22, 2019, at 1:45 PM, Kate Delaney <[REDACTED]> wrote:

We can send it, or something similar, via NEA2CC and the GHNA mailing lists...

On Fri, Nov 22, 2019 at 1:44 PM Kate Delaney <[REDACTED]> wrote:

I think this was a question relating to the meeting last week...I suggest the following statement:

"Representatives from the University of Michigan requested a meeting with key neighborhood association and ward representatives only. This meeting was held last week. At the meeting, mock examples of the new plans were shown, but neighborhood leaders were asked not take pictures to share more broadly since the plans were not considered complete. Neighborhood leaders were told that the next step was to take the plan to the Regents for a vote. Several neighborhood leaders cautioned not moving to quickly and encouraged the officials from UM to hold public meetings so that all those living in this part of A2 could consider the impact of those plans on their daily lives. This was a courtesy granted to community members by DTE when they were making plans for the new sub station on Huron."

On Fri, Nov 22, 2019 at 1:01 PM Sandy Aldrich <[REDACTED]> wrote:

this was sent out after the smaller group met with the U via email and on the FB page. I don't believe we got much feedback.

https://nea2ccd.org/wordpress.com/2018/12/03/transportationfacilityreengagement/?fbclid=IwAR2PaaLOZ4GyPDD5dMnU672KpJG3yMyjbi_kOr08YcJ4NOnjkSBy9ExPs54

On Fri, Nov 22, 2019 at 11:01 AM Susan Bowers <[REDACTED]> wrote:

Well....

I just received a phone call from Andover resident Sarah Steingold. She was telling me she felt left in the dark that no one had spread the information that some neighbors had met with UM for the Dean Road transportation project at the existing Laundry site.

Maybe an email should go out to Glacier Highlands to say we met with the University and commented on the proposed project and that the University has said they would hold an open house for the project in January 2020.

I told Sarah that the University will be moving forward with this property and that it 10x better than the last proposal.

What do you think?

Susie Bowers

On Mon, Feb 20, 2017 at 12:20 PM Susie Bowers

<[REDACTED]> wrote:

Kevin

I think re-engagement is a good idea. Possibly requesting an updated master plan again.

Susie Bowers

On Feb 20, 2017, at 7:55 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

As an additional anecdote if you haven't drilled down into that level of detail, the attached PDF shows what the 2008 Master Plan has in store for our immediate area. As you can see, there is a fair amount of real estate that is carved out SOUTH of Hubbard as well. The intent still appears to be non-residential development.

Again, I'd rather push for first mover's advantage from a technological/media standpoint by re-engaging with administrators in a proactive way... rather than wait for the next announcement of what they plan on plunking down along Green, Baxter or Hubbard roads.

Cheers.

-Kevin

On Mon, Feb 20, 2017 at 9:27 AM, Kevin J. Bohnsack

<[REDACTED]> wrote:

neA2cc leaders,

The purpose of this e-mail is to propose the release of a letter to UM reps on the one year anniversary of the bus yard proposal. See DRAFT below. (Warning: It includes lots of hyperlinks... so get ready to browse!)

I was looking through some archives and February 25th is the anniversary of the first meeting we had with University officials to highlight our concerns re: the bus yard: <http://glacierhighlands.org/wp/?p=166>. We obviously received some nice coverage from mLive (http://www.mlive.com/news/ann-arbor/index.ssf/2016/02/northeast_ann_arbor_residents.html) after that meeting and took this project to its cancellation by mid-May. <https://nea2ccd.org.wordpress.com/2016/05/24/we-did-it-we-were-heard/>

Below is a proposed e-mail or letter we would send on either February 25th or 28th to Hank and Sue (and ? Jim). We could consider Cc'ing the Regents but I would think we keep it at the administrator level. This would show overall good will and a proactive approach without threatening to ruffle feathers by invoking the influence of the Regents. (Basically, give the administrators a chance.)

Thanks for your consideration.

(BTW... I'll be planning a Parade planning meeting this

Sunday night to start kicking off that process. Believe it or not, we're just 3 months away!!!)

-Kevin J. Bohnsack

Vice President

Glacier Highlands Neighborhood Association

cell: [REDACTED]

DRAFT LETTER

University officials,

It was one year ago that we first engaged with you regarding the [proposed Bus Yard](#) that would have [directly abutted several neighborhoods](#) here in Ann Arbor. It would have also [destroyed several wetlands](#) and increased overall traffic and activity along a primarily residential and non-industrial use corridor. Concerned citizens included people living or working in apartments, low income housing, government and low-impact buildings as well as many single family homes. We all learned a lot from this engagement and now seek to move forward in a proactive approach.

Following the [meeting with you on February 25th](#), we [formed](#) the Northeast Ann Arbor Community Coalition (neA2cc) to mobilize the various stakeholders that would have been affected by the proposal. During this formative meeting, we brainstormed on our various [values](#) including diversity, community, safety, accountability and good communication. Subsequent [letters to the Regents](#) included the following suggestions on appropriate land use of the Green Road corridor that would be consistent with our community's values:

- single family graduate student housing
- childcare center
- low-impact research buildings
- social work satellite office for School of Social Work and other University agencies

Due to significant changes in overall development [since 2008](#), we would be interested in helping develop an updated Master Plan for north campus. We would gladly invite you to re-engage with our community and continue to build a beautiful and vibrant city together.

Thanks for the opportunity.

-neA2cc leaders and community representatives

END OF DRAFT

On Wed, Aug 3, 2016 at 9:59 AM, Kevin J. Bohnsack

< [REDACTED] wrote:

Thanks for the updates from everyone. Now that we have an Ann Arbor city planner in our neighborhood, we may be able to get some more definitive traction on how/what the U puts forth in their proposals and ensure plans are commensurate with our values and overall spirit/intent of zoning. We all have to recognize, however, that the U doesn't have to follow zoning to any letter/law (by State-supported waivers) so a multi-pronged approach with full transparency from Hank, Sue and Jim is essential. Thanks for everyone's work on this important aspect of our quality of life.
Cheers.
-Kevin

On Aug 3, 2016 9:18 AM, "Kate Delaney"

< [REDACTED] wrote:

Hi All -

I second Sandy's point. Having put off many family/work obligations during the spring in favor of NEA2CC, family/work are the priority for me during this summer. The Board plans to meet formally once school starts and have been, in the meantime, reaching out to city folks regarding zoning issues so that we can have those conversations once the children are more occupied!

Enjoy the rest of summer!

Kate

On Wed, Aug 3, 2016 at 9:15 AM, Sandy Aldrich

< [REDACTED] wrote:

Hi All - I am completely at capacity until school starts. We are getting ready to finally launch Stridepost (finally!) and I have very little time until the kids are back in school. I would suggest regrouping in mid September once kids are back on a schedule.

Thanks!

Sandy

<image002.jpg>

On Wed, Aug 3, 2016 at 9:08 AM, Linh Song

< [REDACTED] wrote:

Kevin,

I've talked with some UM folks over the summer, bumping into them at different events and fundraisers. It's slower now with many Regents being out of town but will pick up again as campaigning and the fall hits. (They are in the end, political and support political friends.) And I know the NEA2CC leaders are already talking with City Council folks on rezoning issues... So although things have been quiet, folks are still working on next steps.

I leave it to NEA2CC's Board to let everyone know how they would like to include volunteers and when community-wide action is necessary. UM is admitting a record number of students this fall so development plans definitely haven't stopped. Many thanks to Sandy and Kate for continuing to volunteer their time on this. Just let us know when, where, and how. You know this group will get it done.

Onward!

- Linh

On Aug 2, 2016, at 5:44 PM, Kevin J. Bohnsack <[REDACTED]> wrote:

Friends and neighbors,
Happy primary day!
I'm inclined to think we should capitalize on our May milestone and re-engage with University planners to discuss long term goals for the North Campus area. If we model a proactive approach with them as a community organization, we have less of a chance of getting blind sided by the next proposal. We also can then be in a position of strength by being a source of creative, mutual solutions.
Any thoughts?
-Kevin

<North Campus Master Plan - 2008.pdf>

--

Michael J. Rein

Director of Community Relations

Office of the Vice President for Government Relations

<span style="font-f

From: [Amy Crawford](#)
To: [Nelson, Elizabeth](#)
Subject: Very disappointed
Date: Wednesday, February 19, 2020 10:01:04 AM

Dear Elizabeth,

I'm a constituent writing to say that I'm very disappointed in your vote to fire the city administrator. Lazarus is a responsible, hard-working and knowledgeable public servant, and to fire him without cause and without any transition plan in place makes no sense. Moreover, the move was so fast that you didn't give your constituents a chance to share their thoughts. It was a very poorly-considered decision in all respects.

Amy Crawford

From: [Bannister, Anne](#)
To: [Lisa Disch](#); [Hayner, Jeff](#)
Subject: Re: Please reconsider your vote, CM Bannister
Date: Wednesday, February 19, 2020 10:05:26 AM

Dear Lisa -- Yes, momentum will continue on climate action, affordable housing and the plume, and so much more. We are moving in a positive direction.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 8:31 AM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Please reconsider your vote, CM Bannister

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing moer than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,
Lisa Disch

Ann Arbor, 48105

From: [Rob Thomas](#)
To: [Ramlawi, Ali](#)
Cc: [Angela Cesere](#)
Subject: Dismissing the city administrator
Date: Wednesday, February 19, 2020 10:10:02 AM

Dear Councilmember Ramlawi,

I'm extremely disappointed by your vote to dismiss Howard Lazarus last night.

This was an very consequential decision for the city that merited public discussion. It was completely inappropriate to add it to the meeting agenda and vote on it in the same day, stifling any public discussion or media coverage regarding this vote. I remember that you campaigned on a platform of transparency and listening to your constituents; this vote is the complete opposite of that promise.

I also worry that this will have long-term negative consequences for the city. Who will want to be our next administrator if this is how council approaches major personnel decisions? We are unlikely to attract the best candidates. Those who do apply would be right to ask for a higher salary or a more generous severance package given this history.

Sincerely,
Rob

--

[Rob Thomas](#) | [Ann Arbor, Michigan](#) | robkthomas@gmail.com | +1-316-990-3405

From: [Sue Hadden](#)
To: [Ramlawi, Ali](#)
Subject: Re: City Administrator
Date: Wednesday, February 19, 2020 10:17:08 AM

Thank you for your quick reply.

On Wed, Feb 19, 2020 at 8:32 AM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:
Sue.

Please understand that 50k of that amount is due for unpaid sick and personal time .

As an employer myself, I lose a lot of faith in the quality of work my employees do when they are unhappy and looking for work elsewhere.

The ongoing financial decisions made by our city administrator dwarfs any financial concerns I have as a taxpayer and an elected official of his severance package. I am confident that the existing city staff will execute the work needed in the meantime.

I hope that this could have been averted but it was inevitable in the end.

Warm regards
Ali

Sent from my iPad

On Feb 19, 2020, at 8:14 AM, Sue Hadden <> wrote:

Thank you Ali. I totally understand not wanting to do anything illegal. I'm still confused about how Mr. Lazarus' seeking employment elsewhere has anything to do with his current employment. And I'm confused about how the city can afford the buy out. Was his performance so bad that the city can afford to go without to the tune of \$275,000? I understand how busy your inbox must be, but I am still confused.

Appreciate your help in this.
Sue

On Wed, Feb 19, 2020 at 7:44 AM Ramlawi, Ali <ARamlawi@a2gov.org> wrote:

Due,

I can no go into details at this time due to legal employment issues. I can say that Mr. Lazarus failed his annual evaluation by myself and the majority of council in addition to his ongoing desire to leave Ann Arbor to find employment elsewhere.

That's all I can say at this time.

Respectfully,
CM Ramlawi
Sent from my iPad

On Feb 19, 2020, at 7:40 AM, Sue Hadden
<[REDACTED]> wrote:

Hello,
Can you help me understand your vote on removing City
Administrator Howard Lazarus?
Thank you,
Sue
--
Sue Hadden

--
Sue Hadden

"Hope resists. Hopelessness adapts." Reverend William Sloane
Coffin

--
Sue Hadden

"Hope resists. Hopelessness adapts." Reverend William Sloane Coffin

From: [Sandra Finkel](#)
To: [Hayner, Jeff](#); [Bannister, Anne](#)
Subject: The Vote to Fire City Administrator Howard Lazarus
Date: Wednesday, February 19, 2020 10:22:49 AM

Hello Jeff and Anne,

I am deeply disturbed at the vote to remove city administrator, Howard Lazarus with no cause. I see this as wasteful (\$275,000 severance package) and counterproductive to getting things done in the city. I understand that you might consider switching your vote, Jeff, and I strongly encourage you to do so.

The letter by council members Ackerman, Grand and Smith clearly outlines compelling reasons to keep the city administrator in his position and find other more transparent channels to work through, such as policy change. I feel that if this decision to fire Howard Lazarus stands it is an embarrassment on the City Council members who voted for it. This is not in the best interests of Ann Arbor. Please reconsider.

Best regards,
Sandy Finkel

 Ann Arbor, MI 48105

--

Sandra Finkel, MPH
[Intentional Balance, LLC](#)
734.604.1857

www.sandrafinkel.com

From: [Steve Zekany](#)
To: [Lumm, Jane](#); [Griswold, Kathy](#)
Subject: Firing of city administrator
Date: Wednesday, February 19, 2020 10:30:16 AM

Hi Jane and Kathy,

I understand you both voted to fire our city administrator last night without cause. The only reason given is that you disagreed with something he said in a job interview. I am a graduate student at U-M, where despite my high degree of training I earn about \$30,000 a year. Most of that (about 40% after federal taxes) goes to pay my rent in Ann Arbor, which is expensive in part because of local taxes. I'm telling you this because I would be quite angry that you spent a quarter-million dollars to fire someone because he said mean things about you anyway, but my financial situation will hopefully give you the background needed to understand the absolute depth of my rage this morning.

I'm so disappointed in your behavior as my elected city officials that I cannot help but write directly to you both to ask why you would do this?

I don't expect to receive a response to this message, but I'd like to share one more personal anecdote. My department at U-M, the CSE division in the College of Engineering, has had a troubling week with multiple reports of sexual misconduct by faculty being reported in both local and national media outlets. I am the president of the graduate student group (representing nearly 400 people), and this afternoon I will stand in front of a room full of angry graduate students to tell them as their elected leader the few facts I know and that I will be working to bring about the changes they wish to see. It's quite likely they won't believe I'm doing enough and I will be replaced as their leader. If that happens, at least I will sleep well at night knowing that I did everything I could to represent their interests and didn't allow my ego to interfere with my decisions.

Steve Zekany
Lecturer and Graduate Student Research Assistant
University of Michigan

From: [Zachary Ackerman](#)
To: [Julie Grand](#)
Cc: [Christopher Taylor](#); [Lisa Disch](#); [Smith, Chip](#)
Subject: Re: This is what I just sent to Anne And Jeff
Date: Wednesday, February 19, 2020 10:34:03 AM

Boom! Great email. Keep being you.

Zach

On Wed, Feb 19, 2020 at 10:24 AM Julie Grand <juliebgrand@gmail.com> wrote:

I completely agree with Christopher. Thank you for this message and for your presence last night.

On Wed, Feb 19, 2020 at 9:22 AM Christopher Taylor <ctaylor@hooperhathaway.com> wrote:

Thank you, Lisa. Truly.

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 8:36 AM
To: Julie Grand <juliebgrand@gmail.com>; Christopher Taylor <ctaylor@hooperhathaway.com>; Smith, Chip <ChSmith@a2gov.org>; Zachary Ackerman <zaackerman@gmail.com>
Subject: This is what I just sent to Anne And Jeff

Good morning all,

I've just sent this note to Anne and Jeff. I also wrote to my neighborhood network, shared your wonderful text and my short note with them to urge them to appeal to our CM's.

In solidarity,

Lisa

Here is the text of a brief note I just sent to Anne and Jeff:

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing more than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,

Lisa Disch



[Ann Arbor, 48105](#)

--

Zachary Ackerman (734) 883-8391 Sent from my cell -- please excuse brevity and spelling.

From: [Lori Roddy](#)
To: [Lazarus, Howard](#)
Subject: thank you
Date: Wednesday, February 19, 2020 10:39:09 AM

Dear Howard -

I hope you know my heart feels heavy as I have heard about the resolution just yesterday and then followed the vote last night. Your remarks before the vote reinforces what anyone who has worked closely with you already knows - you have brought an incredible, high level leadership to the city and you are deeply respected among those who have worked with and for you.

I hope you know my deep appreciation for investing in the work with Neutral Zone to build Future Corps. You honestly did magic taking lemons and making lemonade. You built a trusting relationship between the city and the NZ, you encouraged expanding our work to successful support youth to transition into adulthood, and you lead our community to weave together resources for our most marginalized youth in our community.

In your speech you shared the importance of creating a space for all parents to raise their children with the basic safety and support - I hope you know that you have positively impacted the lives of our youth in this way. You have been inspiring, thoughtful and personally committed in your work to make Future Corps a success and tell Black youth that they belong and matter in our city.

Future Corps exists because of you and I hope you will continue to stay connected to it beyond your role as city administrator. Please let me know if you recommend me to do any immediate steps to support the program with the city and the best way to connect with you as you leave your position.

On behalf of the many youth in our program and the many more to come in the future, thank you.

With much respect,

Lori

[Lori Roddy](#)
Executive Director

[Neutral Zone](#) | 310 E. Washington | Ann Arbor, MI 48104 | [734.214.9995 ext. 226](tel:734.214.9995) | www.neutral-zone.org

From: [Bannister, Anne](#)
To: [Sandra Finkel](#); [Hayner, Jeff](#)
Subject: Re: The Vote to Fire City Administrator Howard Lazarus
Date: Wednesday, February 19, 2020 10:43:58 AM

Hello Sandy,
City Council is asked to speak with one voice on this issue and not disparage the Administrator's performance. This change has been given serious thought and conversation for years and we are moving in a positive direction. The good work of the City will continue and improve.

I hope you are pleased with my responses to you related to the proposed sidewalks. A large part of my work on Council is listening to resident concerns and amplifying their voices.

Thanks for your input,
Anne

From: Sandra Finkel <[REDACTED]>
Sent: Wednesday, February 19, 2020 10:22 AM
To: Hayner, Jeff; Bannister, Anne
Subject: The Vote to Fire City Administrator Howard Lazarus

Hello Jeff and Anne,

I am deeply disturbed at the vote to remove city administrator, Howard Lazarus with no cause. I see this as wasteful (\$275,000 severance package) and counterproductive to getting things done in the city. I understand that you might consider switching your vote, Jeff, and I strongly encourage you to do so.

The letter by council members Ackerman, Grand and Smith clearly outlines compelling reasons to keep the city administrator in his position and find other more transparent channels to work through, such as policy change. I feel that if this decision to fire Howard Lazarus stands it is an embarrassment on the City Council members who voted for it. This is not in the best interests of Ann Arbor. Please reconsider.

Best regards,
Sandy Finkel
[REDACTED] Ann Arbor, MI 48105

--

Sandra Finkel, MPH
[Intentional Balance, LLC](#)
734.604.1857
[REDACTED]
www.sandrafinkel.com

From: [Karen Hart](#)
To: [CityCouncil](#)
Cc: [Lazarus, Howard](#)
Subject: Termination of City Administrator
Date: Wednesday, February 19, 2020 11:00:35 AM

Shame on every one of you who voted to fire Howard Lazarus last night. He was by far and away the most outstanding candidate when you hired him a few years ago, and I have found him to be one of the most professional, patient, knowledgeable and capable people to ever fill that job in Ann Arbor. I don't know if I am more angry with those of you who are new and inexperienced at governing, or those of you have been in office for awhile and who should know better. To fire such a qualified and diligent person for no reason other than politics and petty power is inexcusable, and shows you to be just like our current president. You exemplify micromanaging to the fullest, which is absolutely not the role of a council member. The city staff is in the throws of preparing the administrator's budget and needs strong leadership, both fiscal and policy, yet you have shown yourselves mistrustful and afraid of someone with integrity who tells you what you need to know, not what you want to hear. It's a good thing that there are so many qualified people running for Council in August/November, because I will support all of them with my donations and energy to be sure this shameful behavior doesn't happen again.

Karen Hart
Former Planning Director
Ward 5

From: [Lisa Disch](#)
To: [Christopher Taylor](#); [Julie Grand](#); [Smith, Chip](#); [Zachary Ackerman](#)
Subject: Fwd: Please reconsider your vote, CM Bannister
Date: Wednesday, February 19, 2020 11:01:37 AM

Anne's answer is below. I'm SOOOOO relieved. (Not!)

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

From: **Bannister, Anne** <ABannister@a2gov.org>
Date: Wed, Feb 19, 2020 at 10:05 AM
Subject: Re: Please reconsider your vote, CM Bannister
To: Lisa Disch <[REDACTED]> Hayner, Jeff <JHayner@a2gov.org>

Dear Lisa -- Yes, momentum will continue on climate action, affordable housing and the plume, and so much more. We are moving in a positive direction.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 8:31 AM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Please reconsider your vote, CM Bannister

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars

and support. But as a resident of this city, I would like nothing moer than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,
Lisa Disch



Ann Arbor, 48105

From: [Lisa Disch](#)
To: [Bannister, Anne](#)
Cc: [Hayner, Jeff](#)
Subject: Re: Please reconsider your vote, CM Bannister
Date: Wednesday, February 19, 2020 11:01:44 AM

Thank you for your response, Anne.
Lisa

On Wed, Feb 19, 2020 at 10:05 AM Bannister, Anne <ABannister@a2gov.org> wrote:

Dear Lisa -- Yes, momentum will continue on climate action, affordable housing and the plume, and so much more. We are moving in a positive direction.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

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Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 8:31 AM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Please reconsider your vote, CM Bannister

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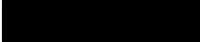
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I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,
Lisa Disch


Ann Arbor, 48105

From: [Allison Gotelaere](#)
To: [Bannister, Anne](#)
Date: Wednesday, February 19, 2020 11:27:31 AM

Hello,

I am writing to tell you my extreme disappointment in your and the council majorities actions last night. I would have wrote before the meeting, but the lack of transparency ensured most of your constituents did not know of your plan until it was too late.

Howard was a great employee for Ann Arbor, and his termination without cause was political and a detriment to Ann Arbor, costing the tax payers over a quarter of a million dollars in severance pay alone.

When a good employee seeks other employment, a good leader doesn't punish them. They do what they can to keep them. You were not a good leader last night.

I want my council representative to be able to stand up against outrageous actions of the council, not to go along with them because they are allied in a political fight to take down Mayor Taylor's camp. The people of Ann Arbor are smart, and we saw the councils actions for what they really where, political retribution.

Ann Arbor is a place for all people, development and progress are key to ensuring the city continues to thrive. Your actions last night, combined with other examples of you choosing counsel alliances over your constituents best needs, have left me feeling disappointed in my representation. You will not receive my vote in August.

Thank you,

Allison Gotelaere

From: [Gary McCririe](#)
To: [Lazarus, Howard](#)
Subject: The action the council took last night
Date: Wednesday, February 19, 2020 11:32:14 AM

Mr. Lazarus,

You don't know me but I wanted to reach out to express my feelings with the way you were treated last night. I served for 16 years as a township supervisor and before that as a township trustee. I now reside in the City of Ann Arbor. I am impressed with the way you have handled yourself through what must be a very emotional and difficult situation. I can tell you that what they did last night is NOT the way you treat your top administrator.

I know you will secure another position and be able to put this nasty event behind you. Just know that there are people out there who think you were treated poorly and wish you the best in the future.

Regards,

Gary McCririe

From: [Anthony Pinnell](#)
To: [Lazarus, Howard](#)
Cc: [CityCouncil](#)
Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 11:34:24 AM

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104
tel.: +
e-mail:

From: [Ryan J Stanton](#)
To: [Eaton, Jack](#)
Subject: Re: February 18 article
Date: Wednesday, February 19, 2020 11:40:50 AM

Thanks for the note, Jack. I believe what I heard her suggesting is that, if everything was opened up for discussion, Lazarus would implicate council in corruption, as if council was instead choosing to buy his silence. I may be wrong, but that's how I interpreted her remarks. In any event, I decided not to delve into corruption theories in last night's breaking story.

From: "Eaton, Jack" <JEaton@a2gov.org>
Date: Wednesday, February 19, 2020 at 9:09 AM
To: Ryan J Stanton <RStanton@mlive.com>
Subject: February 18 article

Ryan,

Thank you for your continued coverage of Council meetings and news. I know it is difficult to cover politics without being criticized, so accept my sympathies for that.

Recognizing the difficulty of maintaining fairness in reporting, I wish to raise a minor point. In your February 18 article "Ann Arbor city administrator fired in 7-4 council vote", you include a quote from someone in the audience:

"This is disgraceful!" one resident yelled from the audience Tuesday night, calling for an open hearing.

I think that remark deserves context. She also indicated her belief, with which I disagree, that the non-disparagement clause of the separation agreement was intended to hide administrative corruption. She seemed to be asserting that a public airing of the reasons for the separation would reveal that the Administrator had engaged in some sort of corruption. Nothing could be further from the truth, but that point of view provides important perspective on her exclamation and her call for a public hearing.

Thank you for your attention to this.

Best wishes,
Jack

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan

Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Petersen, Sally](#)
To: [Crawford, Tom](#)
Cc: [Higgins, Sara](#); [Lazarus, Howard](#)
Subject: About Last Night....
Date: Wednesday, February 19, 2020 11:47:21 AM
Attachments: [190524 Statement of Work - Petersen Executed.pdf](#)
[ED Accomplishments Word pages](#)
[Volunteer Agreement Petersen - 5-2019 TC.pages](#)

Hi Tom,

I have not heard about an official succession plan, is it correct to assume you will become Interim City Administrator on March 1?

If so, could we meet sometime in early March to discuss your interest in upholding my contract with City as Economic Development Policy Advisor to the City Administrator? The contract is up for renewal in May. There are a few projects I'd like to see to fruition; Bandemer Park Improvements, reimagining North Main St as an industrial arts corridor, State and Eisenhower pedestrian improvements, and short term activation of the Library Lot.

For reference, I've attached my current volunteer agreement, statement of work, and accomplishments that were submitted in May 2019.

Please let me know your thoughts.

Thank you!

Sally

**STATEMENT OF WORK
EXECUTIVE POLICY ADVISOR FOR ECONOMIC DEVELOPMENT**

Create and lead an economic development advisory group consisting of private, public, non-profit and government sector members to provide advice and recommendations to City Council on matter or economic development.

Work with the City Administrator to move forward the following 2019 priorities for economic development in order to improve affordability and competitiveness:

- Reconvene the Economic Development Leadership Group for the second Economic Development Summit (September-October).
- Collaborate in the development of a site plan for 415 West Washington.
- Collaborate with staff, property owners and other stakeholders to create a plan to reimagine North Main St. as an Industrial Arts Corridor.

Lead in the preparation of an economic development execution plan that incorporates the intent and elements of the Ann Arbor Downtown Plan, the Connecting William Street Study, the Transportation Plan, the Allen Creek Greenway Master Plan, existing corridor plans and studies, and all related and relevant documents.

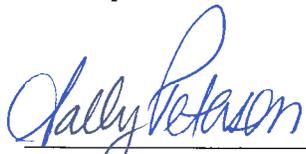
Collaborate with the Allen Creek Conservancy and assist in the advancement of organizational structure and projects associated with the Allen Creek Greenway/Urban Trail project.

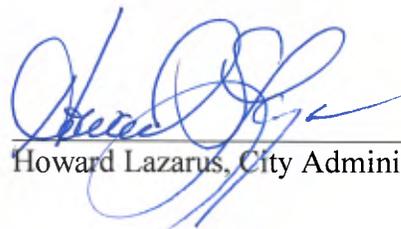
Collaborate with the Downtown Development Authority and assist in the advancement of projects on City-owned parcels in the downtown area.

Assist in the review of processes that advance or impede economic development in the City of Ann Arbor.

Coordinate with City staff on these and other matters related to economic development with the concurrence of the City Administrator.

Attend conferences as discussed and approved to advance understanding of key economic development issues.

 5/24/19
Sally Petersen, Executive Volunteer Date

 5/24/19
Howard Lazarus, City Administrator Date

Attachment ED Accomplishments_Word.pages (735608 Bytes) cannot be converted to PDF format.

Attachment Volunteer Agreement Petersen - 5-2019 TC.pages (859814 Bytes) cannot be converted to PDF format.

From: [Ronewicz, Eric](#)
To: [Taylor, Christopher \(Mayor\)](#); [Smith, Chip](#); [Ackerman, Zach](#); [Grand, Julie](#)
Subject: Thank You
Date: Wednesday, February 19, 2020 11:51:30 AM

Sirs and Mam,

I wish to thank you for your actions during and after the City Council meeting in regards to our City Administrator. I do concur with the joint statement that was issued by Mr. Smith, Mr. Ackerman and Ms. Grand.

Even though Mr. Lazarus and I have our difference of opinion, I still respect him and the work he has done. He is the first administrator, in my 22 years of service to the City, that has reached out to the police union to gain knowledge of the department from a different perspective. He continuously has thought about the betterment of the City staff and implemented changes for their behalf which has not been done before.

Thanks again,

Eric Ronewicz- President of the Ann Arbor Police Officers Association

From: [REDACTED]
To: [Ramlawi, Ali](#)
Subject: Recent Vote
Date: Wednesday, February 19, 2020 12:00:30 PM

Dear Council Member Ramlawi,

I was deeply disappointed to see your vote last night for the removal of Howard Lazarus. This action was completed with a shameful and suspicious stealth and hurry.

I see no evidence that paying Mr Lazarus a huge severance, along with attendant cost to remove and replace him, is worth the hundred of thousands of dollars we will be spending. Can you explain how this enormous expenditure is justified?

Truly a dishonorable use of power by you and your six colleagues.

Arah Jocque
Ward 5

From: [Lori Roddy](#)
To: [Nelson, Elizabeth](#)
Subject: Re: My deep concern of the resolution tonight
Date: Wednesday, February 19, 2020 12:02:35 PM

Dear Elizabeth -

While I disagree with your decision, I do appreciate your response -

Lori

On Tue, Feb 18, 2020 at 3:42 PM Nelson, Elizabeth <ENelson@a2gov.org> wrote:

We have agreed on a non-disparagement clause in the separation agreement. I am very comfortable with my decision, I did not take it lightly, but I cannot explain.

Elizabeth

From: Lori Roddy <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:58 PM
To: Eaton, Jack <JEaton@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>
Subject: My deep concern of the resolution tonight

Dear Jack and Elizabeth -

I am incredibly disheartened to hear about the resolution that you have put forward to night to remove our city administrator Howard Lazarus.

I am requesting that you explain what insubordinate actions that give reason for this serious action of removing the city administrator. In my work with the entire city administration team over the past two years with Howard's leadership, I have experienced nothing less than high quality work and commitment to serving our community.

Please give me an explanation -

Lori

--

Lori Roddy



--

Lori Roddy



From: [REDACTED]
To: [Lumm, Jane](#)
Subject: RE: A question
Date: Wednesday, February 19, 2020 12:04:32 PM

I am in Florida and meeting with lawyers today to settle 2 probate issues for family. I am on a half hour break now and then will not be back to the place where we are staying until 7:30 or so tonight.

If you would share a phone number I could call you then. Or, I should be available all day tomorrow. My cell is [REDACTED] or you can send me a message with a phone number and times when I could call you.

Best,
Wendy

From: Lumm, Jane <JLumm@a2gov.org>
Sent: Wednesday, February 19, 2020 9:29 AM
To: Wendy Carman [REDACTED]
Subject: RE: A question

The Mayor, Julie Grand, Jack, Kathy, myself, the City Administrator, the City Attorney. May I call you sometime today? What a night.....

From: Wendy Carman [REDACTED]
Sent: Wednesday, February 19, 2020 8:14 AM
To: Lumm, Jane <JLumm@a2gov.org>
Subject: A question

Can you tell me who are on the Council administration committee

From: [Lumm, Jane](#)
To: [Anthony Pinnell](#); [Lazarus, Howard](#)
Cc: [CityCouncil](#); [Postema, Stephen](#); [Lumm, Jane](#)
Subject: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 12:10:54 PM

Dear Mr. Pinnell,

A few corrections for your, and the public record, if need be. (I note that statements are being issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:34 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

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An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104

tel.: + [REDACTED]
e-mail: [REDACTED]

From: [Lumm, Jane](#)
To: [Anthony Pinnell](#); [Lazarus, Howard](#)
Cc: [CityCouncil](#); [Postema, Stephen](#); [Lumm, Jane](#)
Subject: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 12:10:54 PM

Dear Mr. Pinnell,

A few corrections for your, and the public record, if need be. (I note that statements are being issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:34 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

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Ann Arbor, Michigan 48104

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e-mail: [REDACTED]

From: [Lumm, Jane](#)
To: [Anthony Pinnell](#); [Lazarus, Howard](#)
Cc: [CityCouncil](#); [Postema, Stephen](#)
Subject: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 12:12:51 PM

With correction – “squeaky” wheel. -Jane

From: Lumm, Jane
Sent: Wednesday, February 19, 2020 12:11 PM
To: Anthony Pinnell <[REDACTED]> Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

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Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
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Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

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A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

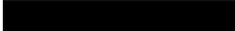
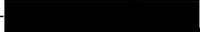
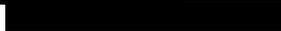
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I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3


Ann Arbor, Michigan 48104
tel.: +
e-mail: 

From: [Smith, Chip](#)
To: [Ronewicz, Eric](#); [Taylor, Christopher \(Mayor\)](#); [Ackerman, Zach](#); [Grand, Julie](#)
Subject: Re: Thank You
Date: Wednesday, February 19, 2020 12:21:06 PM

Eric,

Thank you for your note. It is much appreciated. I would encourage you to share these thoughts with the rest of my colleagues.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Ronewicz, Eric <ERonewicz@a2gov.org>
Sent: Wednesday, February 19, 2020 11:51 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: Thank You

Sirs and Mam,

I wish to thank you for your actions during and after the City Council meeting in regards to our City Administrator. I do concur with the joint statement that was issued by Mr. Smith, Mr. Ackerman and Ms. Grand.

Even though Mr. Lazarus and I have our difference of opinion, I still respect him and the work he has done. He is the first administrator, in my 22 years of service to the City, that has reached out to the police union to gain knowledge of the department from a different perspective. He continuously has thought about the betterment of the City staff and implemented changes for their behalf which has not been done before.

Thanks again,

Eric Ronewicz- President of the Ann Arbor Police Officers Association

From: [David Beauchamp](#)
To: [CityCouncil](#)
Subject: Concerned Citizen
Date: Wednesday, February 19, 2020 12:25:51 PM

Dear Council Members,

I was shocked to hear about the vote to terminate City Administrator Howard Lazarus. I was even more shocked to hear that the termination came without any cause. I am so incredibly disappointed in the manner in which this has been handled. To council members Bannister, Eaton, Griswold, Hayner, Lumm, Nelson, and Ramlawi remember that professionalism is important in a \$400 million organization. I am very ashamed of the actions taken against Mr. Lazarus.

To Mayor Taylor and council members Ackerman, Grand and Smith, I say thank you! Thank you for standing up against this destructive behavior.

Regards,

David R. Beauchamp

From: [Smith, Chip](#)
To: [Corky W](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Wednesday, February 19, 2020 12:26:09 PM

Corky - I apologize if this response is late - after last night's debacle of a meeting I did my best to respond to everyone who reached out regarding Mr. Lazarus' termination. You've probably already seen on social media the joint statement that CMs Ackerman, Grand and I made last night.

Suffice to say, I completely agree with you - the 7 who voted to fire Mr. Lazarus certainly circumvented democracy by deciding this behind closed doors and without public input or engagement.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

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From: Corky W <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Amy Sample](#)
To: [Hayner, Jeff](#)
Subject: City Administrator
Date: Wednesday, February 19, 2020 12:40:47 PM

Hi Jeff, I am ward 1 resident [REDACTED]).

Do you have a statement about the firing about the City administrator? I have read a lot online but I wanted to hear from you directly. Can you explain your thinking on the issue?

Thanks in advance.

Amy Sample

From: [Corky W](#)
To: [Smith, Chip](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Wednesday, February 19, 2020 12:45:44 PM

Thanks for taking the time to reply. I knew your vote, the replies from majority were disgusting.

Thanks for writing that letter, it's being shared widely. I have shared my disgust on Facebook along with my shout out that Eaton has to go, vote Jen. I wish Erica was running to unseat Ali but we all understand why you're stepping down. Ali has heard from me. I'll leave it at that.

Have you driven up Miller yet to see the lighthouses? I'm guessing the push for these useless, ugly monstrosities is majority driven. At least Raymond is trying to help us, I feel bad he's in the position of being unable to stop them from sprouting up and then having to field and handle all the complaints. Gee, will he walk away? Oh, ARGH.

Thanks again, I greatly appreciate you cared enough to get back to me.

Best~
Corky

On Wed, Feb 19, 2020, 12:26 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Corky - I apologize if this response is late - after last night's debacle of a meeting I did my best to respond to everyone who reached out regarding Mr. Lazarus' termination. You've probably already seen on social media the joint statement that CMs Ackerman, Grand and I made last night.

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To: CityCouncil <CityCouncil@a2gov.org>
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<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Charles Weaver](#)
To: [Nelson, Elizabeth](#); [Eaton, Jack](#)
Subject: Firing city administrator
Date: Wednesday, February 19, 2020 12:53:03 PM

Firing the city administrator is a serious step. As representatives of the fourth ward you owe your constituents an explanation for your actions. If there are policies that the city is faking that you believe are wrong you also owe an explanation of that to your constituents. Why are you unwilling to speak publicly about what you are doing?
As your constituent I am asking you to explain your actions.

Charles Weaver



From: [Eaton, Jack](#)
To: [Charles Weaver](#)
Cc: [Nelson, Elizabeth](#)
Subject: Re: Firing city administrator
Date: Wednesday, February 19, 2020 1:14:48 PM

Mr. Weaver,

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation.

It is notable that the City Administrator has repeatedly applied for jobs in other cities, both before and after the November 2018 election that changed the composition of Council. His applications to the cities of Austin and Gainesville demonstrate his desire to leave Ann Arbor. Of all the applicants for the Gainesville administrator job, only our Administrator had not been discharged from the immediately preceding job. Elected bodies and municipal managers often decide to go their separate ways. This separation is in no way unusual.

Best wishes,
Jack Eaton

On Feb 19, 2020, at 12:52 PM, Charles Weaver

[REDACTED] > wrote:

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As your constituent I am asking you to explain your actions.

Charles Weaver

[REDACTED]

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

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Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Daniel Adams](#)
To: [CityCouncil](#)
Subject: Firing the city administrator without cause
Date: Wednesday, February 19, 2020 1:19:03 PM

Dear Council members and Mayor Taylor:

I'm writing to pass along my grave concern over what transpired yesterday at council--the apparent culmination of a clumsy, oddly-public campaign to oust the city administrator, first for cause and now, failing that, without it.

Assuming for the sake of argument that there is a legitimate basis to question the manner in which Mr. Lazarus discharged his duties, and I concede that it is possible that there is, a responsible council would have simply declined to retain Lazarus after his contract term, as was unquestionably your prerogative. A council that takes seriously its duty to appropriately manage taxpayer dollars would not spend, as you voted to do last night, over a quarter-million of those dollars simply to expedite that contract's natural termination. And a council that truly prioritizes transparency would not have scheduled this decision for a vote in a way that was obviously calculated to suppress public scrutiny and debate.

I strongly disagree with Council's decision last night, and I fear that the costs of that decision to the city--in dollars, disruption, staff morale, and to the city's ability to attract talented staff--will be significant.

Sincerely,
Daniel Adams



From: [Chris Bullock](#)
To: [Lazarus, Howard](#)
Subject: Yes, Ann Arbor CAN afford to modernize
Date: Wednesday, February 19, 2020 1:25:31 PM

Dear Howard,

You don't need pricey, big-city software to deliver for your community. You can **streamline your budgeting process** and **tackle transparency initiatives** without paying extra for complicated features you don't need.

Ann Arbor isn't some sprawling megacity. But that doesn't stop some govtech companies from trying to sell you software that's too complex, too expensive, and loaded with bells and whistles you'll never use.

ClearGov is different. We're 100% focused on the needs of governments like Ann Arbor. And, we've built an entire suite of just-right budgeting and communications solutions to help you work smarter, faster, and more efficiently. We've priced them just right too. [See for yourself.](#)

Sincerely,
Chris Bullock, CEO

P.S. – [Discover why](#) the town administrator for Capitol Heights, MD says, *“For small towns with limited bandwidth and tight budgets, ClearGov is the perfect software solution.”*

This email was sent to hlazarus@a2gov.org. If you no longer wish to receive these emails you may [unsubscribe](#) at any time.

From: [Chris Bullock](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: Yes, Ann Arbor CAN afford to modernize
Date: Wednesday, February 19, 2020 1:25:37 PM

Dear Christopher,

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This email was sent to ctaylor@a2gov.org. If you no longer wish to receive these emails you may [unsubscribe](#) at any time.

From: [Eaton, Jack](#)
To: [Daniel Adams](#)
Subject: Re: Firing the city administrator without cause
Date: Wednesday, February 19, 2020 1:31:05 PM

Mr. Adams,

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging “cause” for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation. The separation agreement also includes his promise not to sue the City.

I appreciate your suggestion that Council should have waited until the employment contract expired. Unfortunately, the contract had no expiration date. The City Administrator was an at-will employee who could be dismissed at any time, but who was protected by a severance agreement. Including these generous severance provisions in City employment contracts is a practice that I believe deserves review and possibly change. The practice pre-dates my service on Council.

The separation agreement provides sufficient time to accomplish an orderly transition. We have many talented staff members who are capable of ensuring the continued operation of City services.

Best wishes,
Jack

On Feb 19, 2020, at 1:18 PM, Daniel Adams 
wrote:

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From: [Corky W](#)
To: [Smith, Chip](#)
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com
Date: Wednesday, February 19, 2020 1:32:24 PM

Thanks. Raymond told me that there is less cost to the city by having DTE install these things, that his dept's hands are tied without adequate funding. So...I have been yelling into the wilderness for years about spending a wee bit of money to improve Miller's safety, been told over and over there isn't money for solutions so DTE was tasked to handle the problem. But that 'solution' is making our city look and feel horrible. Oh, but let's spend 300k to boot someone. ARGH!! I am sure installing flashing crosswalk lights on Miller to perhaps save someone's life could have been had for \$275,000. I am definitely outraged.

I love that your irritation with soul sucking lighting instigated your political fire. I believe the Salvation Army lights illuminating her house contributed to Erica's stepping into the pond. My friends who still love me in spite of my very strong opinions have asked me why I don't run for something. Nah, I'm content being a Social Security collecting, part time bartending rabble rouser extraordinaire. But maybe it's time for me to organize another rally. #Unitywins

Thanks again, peace out.

C

On Wed, Feb 19, 2020, 12:50 PM Smith, Chip <ChSmith@a2gov.org> wrote:

I have seen the lighthouses. As much as I'd like to blame my colleagues, it is really the fact that DTE owns most of our streetlights. City leadership has been exploring the potential for ultimately purchasing all of the DTE owned street lights - this will naturally take prolonged negotiation. Once we do so, we have better control over the placement of the lights and the types of fixtures we use. Owning the entire system would allow us to install dark-sky compliant fixtures which and adjust the height of the light to more appropriate levels, which would go a long way toward solving the issue you've got. I wish I had a better answer for you on this.

FWIW - I live next to similar lights in a UofM parking lot. It's why I got into politics in the first place.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Corky W <[REDACTED]>
Sent: Wednesday, February 19, 2020 12:47 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: Re: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Thanks for taking the time to reply. I knew your vote, the replies from majority were disgusting.

Thanks for writing that letter, it's being shared widely. I have shared my disgust on Facebook along with my shout out that Eaton has to go, vote Jen. I wish Erica was running to unseat Ali but we all understand why you're stepping down. Ali has heard from me. I'll leave it at that.

Have you driven up Miller yet to see the lighthouses? I'm guessing the push for these useless, ugly monstrosities is majority driven. At least Raymond is trying to help us, I feel bad he's in the position of being unable to stop them from sprouting up and then having to field and handle all the complaints. Gee, will he walk away? Oh, ARGH.

Thanks again, I greatly appreciate you cared enough to get back to me.

Best~
Corky

On Wed, Feb 19, 2020, 12:26 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Corky - I apologize if this response is late - after last night's debacle of a meeting I did my best to respond to everyone who reached out regarding Mr. Lazarus' termination. You've probably already seen on social media the joint statement that CMs Ackerman, Grand and I made last night.

Suffice to say, I completely agree with you - the 7 who voted to fire Mr. Lazarus certainly circumvented democracy by deciding this behind closed doors and without public input or engagement.

Chip Smith
Ann Arbor City Council - Ward 5
734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Corky W <[REDACTED]>
Sent: Tuesday, February 18, 2020 1:54 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Ann Arbor attorney lobbied council to fire city attorney, emails reveal - mlive.com

Council members,

This is highly disturbing. I dearly hope those elected to represent our fair and democratic city have not devolved to the point of a dismissal based on political whims. How very Trumpian.

Even though many of us cannot attend this evening's meeting, there are a great many who are now paying diligent close attention to this story and the outcome. If Lazarus is fired

expect serious backlash. Hopefully fatal for the positions of those willing to engage in this plot. How will this city ever recruit and retain quality personnel when these kind of machinations come with the territory.

So incredibly disturbing. Be better than this all would vote Yay.

Mary Ann (Corky) Wattles

<https://www.mlive.com/news/ann-arbor/2019/10/ann-arbor-attorney-lobbied-council-to-fire-city-attorney-emails-reveal.html>

From: [Grand, Julie](#)
To: [Ronewicz, Eric](#); [Taylor, Christopher \(Mayor\)](#); [Smith, Chip](#); [Ackerman, Zach](#)
Subject: Re: Thank You
Date: Wednesday, February 19, 2020 1:44:55 PM

Eric,

These are powerful words and I sincerely thank you for them, as well as for your years of service to our community.

Kind regards,
Julie

From: Ronewicz, Eric <ERonewicz@a2gov.org>
Sent: Wednesday, February 19, 2020 11:51 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: Thank You

Sirs and Mam,

I wish to thank you for your actions during and after the City Council meeting in regards to our City Administrator. I do concur with the joint statement that was issued by Mr. Smith, Mr. Ackerman and Ms. Grand.

Even though Mr. Lazarus and I have our difference of opinion, I still respect him and the work he has done. He is the first administrator, in my 22 years of service to the City, that has reached out to the police union to gain knowledge of the department from a different perspective. He continuously has thought about the betterment of the City staff and implemented changes for their behalf which has not been done before.

Thanks again,

Eric Ronewicz- President of the Ann Arbor Police Officers Association

From: [Ackerman, Zach](#)
To: [REDACTED]
Subject: Re: Howard Lazarus
Date: Wednesday, February 19, 2020 1:45:01 PM
Attachments: [An Open Letter to Ann Arbor.pdf](#)

Thank you as always. I attached a letter cosigned by Julie, Chip, and me.

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

Emails sent to or from this address could be subject to public disclosure under the Freedom of Information Act (FOIA).

From: Jeannine Palms [REDACTED]
Sent: Tuesday, February 18, 2020 6:40 PM
To: Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: Howard Lazarus

Dear Zach and Julie,

I just heard the news so am just now offering my support to Lazarus staying. I have found him to be a dedicated public servant who is supporting the A2Zero initiative and is dedicated to having Ann Arbor be a diverse city that remains livable for all. I have appreciated his candor and support for the Master Land Use Plan.

Respectfully,

Jeannine

Jeannine Palms
[REDACTED]
Ann Arbor, MI
[REDACTED]

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive

channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman
City Council, Ward 3

Julie Grand
City Council, Ward 3

Chip Smith
City Council, Ward 5

From: [Ackerman, Zach](#)
To: [Grand, Julie](#); [Ronewicz, Eric](#); [Taylor, Christopher \(Mayor\)](#); [Smith, Chip](#)
Subject: Re: Thank You
Date: Wednesday, February 19, 2020 1:45:59 PM

Hi Eric,

This means a lot. Your voice carries a lot of respect.

Best,
Zach

Zachary Ackerman
Ann Arbor City Council
Ward 3

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From: Grand, Julie <JGrand@a2gov.org>
Sent: Wednesday, February 19, 2020 1:44 PM
To: Ronewicz, Eric <ERonewicz@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>
Subject: Re: Thank You

Eric,

These are powerful words and I sincerely thank you for them, as well as for your years of service to our community.

Kind regards,
Julie

From: Ronewicz, Eric <ERonewicz@a2gov.org>
Sent: Wednesday, February 19, 2020 11:51 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Smith, Chip <ChSmith@a2gov.org>; Ackerman, Zach <ZAckerman@a2gov.org>; Grand, Julie <JGrand@a2gov.org>
Subject: Thank You

Sirs and Mam,

I wish to thank you for your actions during and after the City Council meeting in regards to our City Administrator. I do concur with the joint statement that was issued by Mr. Smith, Mr. Ackerman and Ms. Grand.

Even though Mr. Lazarus and I have our difference of opinion, I still respect him and the work he has

done. He is the first administrator, in my 22 years of service to the City, that has reached out to the police union to gain knowledge of the department from a different perspective. He continuously has thought about the betterment of the City staff and implemented changes for their behalf which has not been done before.

Thanks again,

Eric Ronewicz- President of the Ann Arbor Police Officers Association

From: [Lumm, Jane](#)
To: [Karen Hart](#)
Cc: [CityCouncil](#); [Lazarus, Howard](#); [Postema, Stephen](#)
Subject: RE: Termination of City Administrator
Date: Wednesday, February 19, 2020 2:03:18 PM

Hello, Karen,

First, I know this is a lost “art” in today’s culture, but I am making an appeal for addressing one another with courtesy, civility, respect, decorum and behaving like adults. To this end, I will ignore your epithets and will, instead, respond and react to the substance of your message, and not react to the “shame on you...”, “you are inexperienced”, “you should know better”, “you are political and petty”, “you are like Trump”, “you micromanage... to the fullest”, you are, “mistrustful”, “afraid”, lack integrity, only want to hear what you want to hear, are not qualified to serve, etc., etc., etc.

So, to the substance of your message: You firmly believe we have erred in our judgement and decision to terminate the contract with Mr. Lazarus. As a seasoned former city employee, you understand that the City Administrator serves as an “employee-at-will” and “nothing... shall prevent, limit or otherwise interfere with the right of the City Council to terminate the employment of the Employee at any time except as such right to terminate employment is limited within this document (N.B., “this document” = employment agreement between the City and City Administrator). So, to clarify and confirm, the city council did nothing illegal, just, in your view, improper and unfair (if I may paraphrase less harshly). I accept that we disagree on the action taken – we must also accept that we each have valid reasons for our disagreement – and I will not attempt to persuade you otherwise. This would not be constructive.

My hope is that the City will move forward in a collectively positive direction, and in a direction that reflects and implements the policy direction set forth by its elected officials. This is not about politics or taking sides, it is about functioning as a collective body that formerly and properly and publicly (i.e., not singularly) directs and supports the enactment and implementation of policies supported by the collective body – irrespective of how one disagrees with or views these directives, this is the job of elected officials and city government in general.

As you may recall, Mr. Lazarus’ predecessor, Steve Powers resigned his position in August (took effect in Oct.) of 2015. At the time, the city was, similarly, preparing the launch of the next set of budget meetings, work sessions, council budget retreat, and the like. We appointed an acting city Administrator who very capably took the helm, prepared and presented a budget for the next FY, while running the City. This was done smoothly and successfully, and every budget question, deadline, deliverable was met. The timing for an employee separation is never a good thing – for anyone. Yet, I have full confidence in our staff to stand up and deliver.

Thank you for sharing your perspective, Jane Lumm

I will speak ill of no man, not even in matter of truth; but rather excuse the faults I hear charged upon others, and upon proper occasion speak all the good I know of everybody.

Ben Franklin’s Journal.

From: Karen Hart <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:00 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Termination of City Administrator

Shame on every one of you who voted to fire Howard Lazarus last night. He was by far and away the most outstanding candidate when you hired him a few years ago, and I have found him to be one of the most professional, patient, knowledgeable and capable people to ever fill that job in Ann Arbor. I don't know if I am more angry with those of you who are new and inexperienced at governing, or those of you have been in office for awhile and who should know better. To fire such a qualified and diligent person for no reason other than politics and petty power is inexcusable, and shows you to be just like our current president. You exemplify micromanaging to the fullest, which is absolutely not the role of a council member. The city staff is in the throws of preparing the administrator's budget and needs strong leadership, both fiscal and policy, yet you have shown yourselves mistrustful and afraid of someone with integrity who tells you what you need to know, not what you want to hear. It's a good thing that there are so many qualified people running for Council in August/November, because I will support all of them with my donations and energy to be sure this shameful behavior doesn't happen again.

Karen Hart
Former Planning Director
Ward 5

From: [Amy Klinke](#)
To: [Smith, Chip](#)
Subject: Re: keep the administrator
Date: Wednesday, February 19, 2020 2:20:14 PM

ha, man i should have waited until i wasnt so angry to send that email, but seriously, its ridiculous

sigg

On Tue, Feb 18, 2020, 11:23 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Amy – so confusing, right? I think the Violin Monster put it best when he said “what the actual fuck”.

Anyways, here’s the statement I released with CMs Grand and Ackerman tonight:

February 18, 2020

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Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and

ignore rules that are politically inconvenient continues to place the city at risk.

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Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward
3

Chip Smith

City Council, Ward
5

From: Amy Klinke [REDACTED] >

Sent: Tuesday, February 18, 2020 6:49 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: keep the administrator

it is so confusing that a council would consider firing an administrator for doing his job. if you voted to remove him, we should vote to remove you

From: [Jenn AnnArbor](#)
To: [Ramlawi, Ali](#)
Subject: Last night's vote
Date: Wednesday, February 19, 2020 2:27:34 PM

Dear Ramlawi,

I am writing as a concerned citizen of the ward you represent. The vote to terminate our city administrator came a shock, both in the results as well as the process. I only became aware of it upon my return from vacation last night, and do not recall any well-communicated information shared prior to leaving on Friday, 2/14. Since your vote was on my behalf and transparency in representation is more important than ever, can you please provide some background and details as to why you came to the decision you did, including what steps you've personally taken to discuss possible ways to find common ground with Mr. Lazarus before coming to such an extreme decision? I'd also be interested in hearing what you see as important in identifying the next administrator for a more successful partnership. Your response will definitely factor into who receives my votes and support in the community going forward.

I look forward to hearing from you.

Many thanks,
Jennifer Edwards
Ward 5-4

From: [Pat Riesterer](#)
To: [Eaton, Jack](#)
Subject: Firing Administrator Lazarus
Date: Wednesday, February 19, 2020 2:32:33 PM

Councilman Eaton,

I'm writing today because I was taken by surprise last night when you and several other city council members voted to remove City Administrator Howard Lazarus. The thing that surprised me most of all was the lack of information that we as citizens have been given regarding your vote. I read an article about the vote which quoted another council member who voted to remove Mr Lazarus as saying that they were unsure if their/your "side" would be releasing a statement explaining your decision. As a Ward 4 voter, and as a citizen of Ann Arbor, I would encourage you to release such a statement, so that we can better understand your reasoning for taking what seems like quite a drastic action.

Thank you for your time,
Pat Riesterer

From: [Pat Riesterer](#)
To: [Nelson, Elizabeth](#)
Subject: Firing Administrator Lazarus
Date: Wednesday, February 19, 2020 2:33:42 PM

Council Member Nelson,

I'm writing today because I was taken by surprise last night when you and several other city council members voted to remove City Administrator Howard Lazarus. The thing that surprised me most of all was the lack of information that we as citizens have been given regarding your vote. I read an article about the vote which quoted another council member who voted to remove Mr Lazarus as saying that they were unsure if their/your "side" would be releasing a statement explaining your decision. As a Ward 4 voter, and as a citizen of Ann Arbor, I would encourage you to release such a statement, so that we can better understand your reasoning for taking what seems like quite a drastic action.

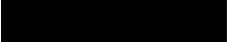
Thank you for your time,
Pat Riesterer

From: [Peter Houk](#)
To: [CityCouncil](#)
Subject: Transparency and communication
Date: Wednesday, February 19, 2020 2:52:37 PM

Jack, Kathy, Anne. I am having difficulty understanding your support of the City Administrator's separation agreement in light of your recent sponsorship of a resolution on improved communications (text below). The separation agreement is at odds with the resolution's stated goal of improved transparency because it precludes honest and open communication about the current state of the working relationship of our city leadership and staff.

You can fix this logical incongruity with a resolution that releases Mr. Lazarus from that portion of his separation agreement and asks him to participate in an exit interview. Something is going wrong when Ann Arbor can't retain excellent people like Mr. Lazarus. Whatever that problem may be, it's not likely to be fixed without transparency and honest dialogue.

Sincerely,

Peter Houk


From the separation agreement:

10. Employee agrees not to institute, aid, or participate in any proceeding against or involving the City on behalf of any person or entity, unless subpoenaed. Furthermore, Employee agrees that he will neither take nor encourage any action that disparages the City or that in any way reflects negatively on the City's business operations or management. Likewise, the City agrees not to disparage the Employee in any way or make any statements, whether written or oral, that reflect negatively on the Employee.

From the original draft of the resolution on city council communication.

Title

Resolution for City Council Communications

Body

Whereas, Council declared a Climate Emergency with an ambitious target date of 2030, thus we need to optimize our decision-making and communication practices to increase the probability of achieving this aggressive target; and

Whereas, All city documents are public and available under the Freedom of Information Act, with few exceptions. Examples include, but are not limited to, those governed by attorney-client privilege and real-estate negotiations;

RESOLVED, That Council strive to improve its effectiveness by focusing on three components of excellent governmental

communications:

Collaboration

- *For example, a City Council member(s) will be copied on any city email containing the Council member's name in the email or attachment.*
- *For example, on issues of general interest, City staff will copy all of Council (if needed, IT will develop an opt-out solution) on any email to a Council member. Rational: Council members are restricted to emailing to a sub-quorum under the Open Meetings Act. However, staff may communicate with all Council members without violating the OMA.*

Information that is accurate, complete and timely

- *For example, City staff and Council members will continue to strive to make accurate statements and publicly correct inaccurate and incomplete statements as soon as practical.*
- *For example, Council and staff will strive to make statements supported by data and, where possible, identify the source of the data.*

Transparency

- *For example, a master calendar of events Council is invited to, as well as, staff/constituent meetings, identified by ward, will be maintained by staff and shared with Council.*
- *For example, responses to the agenda will indicate authorship specific to each question.*

Sponsored by: Councilmembers Griswold, Eaton, and Bannister

From: [Lisa Disch](#)
To: [Zachary Ackerman](#)
Cc: [Christopher Taylor](#); [Julie Grand](#); [Smith, Chip](#)
Subject: Re: This is what I just sent to Anne And Jeff
Date: Wednesday, February 19, 2020 2:53:38 PM

:-)

On Wed, Feb 19, 2020 at 10:32 AM Zachary Ackerman <zaackerman@gmail.com> wrote:
Boom! Great email. Keep being you.

Zach

On Wed, Feb 19, 2020 at 10:24 AM Julie Grand <juliebgrand@gmail.com> wrote:
I completely agree with Christopher. Thank you for this message and for your presence last night.

On Wed, Feb 19, 2020 at 9:22 AM Christopher Taylor <ctaylor@hooperhathaway.com> wrote:

Thank you, Lisa. Truly.

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 8:36 AM
To: Julie Grand <juliebgrand@gmail.com>; Christopher Taylor <ctaylor@hooperhathaway.com>; Smith, Chip <ChSmith@a2gov.org>; Zachary Ackerman <zaackerman@gmail.com>
Subject: This is what I just sent to Anne And Jeff

Good morning all,

I've just sent this note to Anne and Jeff. I also wrote to my neighborhood network, shared your wonderful text and my short note with them to urge them to appeal to our CM's.

In solidarity,

Lisa

Here is the text of a brief note I just sent to Anne and Jeff:

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing more than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,

Lisa Disch



[Ann Arbor, 48105](#)

--

Zachary Ackerman (734) 883-8391 Sent from my cell -- please excuse brevity and spelling.

From: [Daniel Adams](#)
To: [Eaton, Jack](#)
Subject: Re: Firing the city administrator without cause
Date: Wednesday, February 19, 2020 2:54:08 PM

Council member Eaton:

I appreciate the response and the additional information about the terms of Mr. Lazarus's employment agreement. I didn't know that his contract does not have a defined term.

That fact, however, doesn't alter my conclusion that the process utilized by council to terminate Mr. Lazarus was deliberately rushed, and that terminating Mr. Lazarus without cause was irresponsible. I'm sure that you can appreciate the fact that it's difficult for me to accept the claim that there is, in fact, a reasonable, good-faith basis for terminating Mr. Lazarus, but that the facts supporting this position can't be made public out of respect for Mr. Lazarus and his reputation--a reputation that council has not, to put it mildly, seemed terribly interested in protecting over the last year.

We disagree on this issue, but again, I appreciate your engagement.

Dan

On Wed, Feb 19, 2020 at 1:31 PM Eaton, Jack <JEaton@a2gov.org> wrote:

Mr. Adams,

Thank you for contacting me with your concerns about the separation agreement between the City and the City Administrator.

The resolution to approve the separation agreement is the culmination of lengthy discussions that began shortly after Gainesville Florida decided not to hire our Administrator. In the negotiation of that separation agreement, the Administrator asked that we not discuss the reasons for his departure. I will respect his request. While Council is concluding his employment without alleging "cause" for discharge, that does not mean there is no reason for this action. Instead, it means the parties have decided that it is of mutual benefit to reach a conclusion without acrimony and without the potential for protracted litigation. The separation agreement also includes his promise not to sue the City.

I appreciate your suggestion that Council should have waited until the employment contract expired. Unfortunately, the contract had no expiration date. The City Administrator was an at-will employee who could be dismissed at any time, but who was protected by a severance agreement. Including these generous severance provisions in City employment contracts is a practice that I believe deserves review and possibly change. The practice pre-dates my service on Council.

The separation agreement provides sufficient time to accomplish an orderly transition. We have many talented staff members who are capable of ensuring the continued operation of

City services.

Best wishes,
Jack

On Feb 19, 2020, at 1:18 PM, Daniel Adams
[REDACTED] wrote:

Dear Council members and Mayor Taylor:

I'm writing to pass along my grave concern over what transpired yesterday at council--the apparent culmination of a clumsy, oddly-public campaign to oust the city administrator, first for cause and now, failing that, without it.

Assuming for the sake of argument that there is a legitimate basis to question the manner in which Mr. Lazarus discharged his duties, and I concede that it is possible that there is, a responsible council would have simply declined to retain Lazarus after his contract term, as was unquestionably your prerogative. A council that takes seriously its duty to appropriately manage taxpayer dollars would not spend, as you voted to do last night, over a quarter-million of those dollars simply to expedite that contract's natural termination. And a council that truly prioritizes transparency would not have scheduled this decision for a vote in a way that was obviously calculated to suppress public scrutiny and debate.

I strongly disagree with Council's decision last night, and I fear that the costs of that decision to the city--in dollars, disruption, staff morale, and to the city's ability to attract talented staff--will be significant.

Sincerely,
Daniel Adams

[REDACTED]

Jack Eaton
Ward 4 Council member
jeaton@a2gov.org
734-662-6083

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <http://www.facebook.com/CouncilMemberEaton/>

Join me for coffee on the first and third Monday each month at Roos Roast Coffee, 1155 Rosewood St., from 8:00 to 9:30 am.

From: [Anthony Pinnell](#)
To: [Lumm, Jane](#)
Cc: [Lazarus, Howard](#); [CityCouncil](#); [Postema, Stephen](#); [Lumm, Jane](#)
Subject: Aw: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 2:59:55 PM

Dear Council Member Lumm,

My letter to Mr. Lazarus is not in need of any corrections from you, thank you. The information there is fact-based and correct.
You co-sponsored the motion of yesterday evening, so your name is on it: you co-own it. This is indeed about you and your motives.

More importantly:

Get out your 8th Grade Civics book and re-read the chapter on municipal government. Note that action is done by legislation in writing, approved by a majority, and implemented by staff - provided the executive does not veto it. And that veto power is sacred: one of the 10 commandments of democracy, specifically defined and designed by the Founding Fathers, and key to the balance of power. That, too, is in your 8th Grade Civics Book. Anyone who things otherwise has absolutely no place on our City Council.

Just because you may feel sometimes that you currently have, or even lead a "majority" on Council, **all of you** have crossed the lines many times over the past 18 months. What you feel is your block may vote as one sometimes, at other times not.

In any event: Any "majority" cannot rule or dictate changes in legislation or implementation immediately upon taking office, without written law. If you feel that a particular piece of legislation from past years is not to your liking, than you're free to change it by due process - not by decree, not by verbally commandeering city staff, and not by threatening and firing our City Administrator.

You talk about lessons from the corporate world? That's my world, Ms. Lumm - international business. If you want your colleagues and city staff to perform with you in concert as a "team", then you have to win the team over. **Changing public policy through legislation is hard.** It takes time. The Ship of State is called that for lots of reasons - one being that you can't just turn it around on a dime. It's a huge aircraft carrier.

Existing, approved laws and plans will continue to be implemented unless redone by proper revision. There is no other way.

You and Jack Eaton have shown extremely poor judgment in taking this action, and - worse yet - you've taken newer representatives down with you. You coerced others into joining you in a very childish but seriously destructive tantrum.

Too often, Ms. Lumm, you act on Council as if you were a DELEGATE for your base. But you are not a DELEGATE: In American democracy, you are a REPRESENTATIVE who is supposed to act for the good of the whole. That, too, is in your Civics book.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 12:10 Uhr
Von: "Lumm, Jane" <JLumm@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>
Betreff: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

A few corrections for your, and the public record, if need be. (I note that statements are being

issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:34 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,

Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell

Ward 3

████████████████████
Ann Arbor, Michigan 48104
tel.: + ██████████
e-mail: ██████████

From: [Rick Juckniess](#)
To: [Lumm, Jane](#)
Subject: Action?
Date: Wednesday, February 19, 2020 3:05:48 PM

Is everyone in Ward 2 supposed to just believe you had good enough reasons to fire Lazarus and pay over \$250,000 in severance?

And what is the plan now? Is it true you have done so without any replacement?

Everyone I know in Ward 2 thinks this is rather incredible and driven by petty motivations, but I have no information with which to respond.

From: [Rick Juckniess](#)
To: [Griswold, Kathy](#)
Subject: Question
Date: Wednesday, February 19, 2020 3:06:46 PM

Is everyone in Ward 2 supposed to just believe you had good enough reasons to fire Lazarus and pay over \$250,000 in severance? I see no reasons were given for your action.

And what is the plan now? Is it true you have done so without any replacement?

Everyone I know in Ward 2 thinks this is rather incredible and driven by petty motivations, but I have no information with which to respond.

Please let me know. Thanks.

Rick Juckniess

From: [Bannister, Anne](#)
To: [Griswold, Kathy](#); [Eaton, Jack](#); [Lumm, Jane](#)
Subject: Fw: Please reconsider your vote, CM Bannister
Date: Wednesday, February 19, 2020 3:09:38 PM

FYI -- Lisa Disch email.

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:01 AM
To: Bannister, Anne <ABannister@a2gov.org>
Cc: Hayner, Jeff <JHayner@a2gov.org>
Subject: Re: Please reconsider your vote, CM Bannister

Thank you for your response, Anne.
Lisa

On Wed, Feb 19, 2020 at 10:05 AM Bannister, Anne <ABannister@a2gov.org> wrote:

Dear Lisa -- Yes, momentum will continue on climate action, affordable housing and the plume, and so much more. We are moving in a positive direction.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 8:31 AM
To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Please reconsider your vote, CM Bannister

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing moer than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,
Lisa Disch


Ann Arbor, 48105

From: [Karen Hart](#)
To: [Lumm, Jane](#)
Cc: [CityCouncil](#); [Lazarus, Howard](#); [Postema, Stephen](#)
Subject: RE: Termination of City Administrator
Date: Wednesday, February 19, 2020 3:10:18 PM

Thank you for your response. I thought long and hard before sending my message. I didn't say the termination was illegal; I said it was shameful. I stand by that.

Karen

From: Lumm, Jane [mailto:JLumm@a2gov.org]
Sent: Wednesday, February 19, 2020 2:03 PM
To: Karen Hart <khart1233@comcast.net>
Cc: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: RE: Termination of City Administrator

Hello, Karen,

First, I know this is a lost "art" in today's culture, but I am making an appeal for addressing one another with courtesy, civility, respect, decorum and behaving like adults. To this end, I will ignore your epithets and will, instead, respond and react to the substance of your message, and not react to the "shame on you...", "you are inexperienced", "you should know better", "you are political and petty", "you are like Trump", "you micromanage... to the fullest", you are, "mistrustful", "afraid", lack integrity, only want to hear what you want to hear, are not qualified to serve, etc., etc., etc.

So, to the substance of your message: You firmly believe we have erred in our judgement and decision to terminate the contract with Mr. Lazarus. As a seasoned former city employee, you understand that the City Administrator serves as an "employee-at-will" and "nothing... shall prevent, limit or otherwise interfere with the right of the City Council to terminate the employment of the Employee at any time except as such right to terminate employment is limited within this document (N.B., "this document" = employment agreement between the City and City Administrator). So, to clarify and confirm, the city council did nothing illegal, just, in your view, improper and unfair (if I may paraphrase less harshly). I accept that we disagree on the action taken – we must also accept that we each have valid reasons for our disagreement – and I will not attempt to persuade you otherwise. This would not be constructive.

My hope is that the City will move forward in a collectively positive direction, and in a direction that reflects and implements the policy direction set forth by its elected officials. This is not about politics or taking sides, it is about functioning as a collective body that formerly and properly and publicly (i.e., not singularly) directs and supports the enactment and implementation of policies supported by the collective body – irrespective of how one disagrees with or views these directives, this is the job of elected officials and city government in general.

As you may recall, Mr. Lazarus' predecessor, Steve Powers resigned his position in August (took

effect in Oct.) of 2015. At the time, the city was, similarly, preparing the launch of the next set of budget meetings, work sessions, council budget retreat, and the like. We appointed an acting city Administrator who very capably took the helm, prepared and presented a budget for the next FY, while running the City. This was done smoothly and successfully, and every budget question, deadline, deliverable was met. The timing for an employee separation is never a good thing – for anyone. Yet, I have full confidence in our staff to stand up and deliver.

Thank you for sharing your perspective, Jane Lumm

I will speak ill of no man, not even in matter of truth; but rather excuse the faults I hear charged upon others, and upon proper occasion speak all the good I know of everybody.

Ben Franklin's Journal.

From: Karen Hart [REDACTED] >
Sent: Wednesday, February 19, 2020 11:00 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Termination of City Administrator

Shame on every one of you who voted to fire Howard Lazarus last night. He was by far and away the most outstanding candidate when you hired him a few years ago, and I have found him to be one of the most professional, patient, knowledgeable and capable people to ever fill that job in Ann Arbor. I don't know if I am more angry with those of you who are new and inexperienced at governing, or those of you have been in office for awhile and who should know better. To fire such a qualified and diligent person for no reason other than politics and petty power is inexcusable, and shows you to be just like our current president. You exemplify micromanaging to the fullest, which is absolutely not the role of a council member. The city staff is in the throws of preparing the administrator's budget and needs strong leadership, both fiscal and policy, yet you have shown yourselves mistrustful and afraid of someone with integrity who tells you what you need to know, not what you want to hear. It's a good thing that there are so many qualified people running for Council in August/November, because I will support all of them with my donations and energy to be sure this shameful behavior doesn't happen again.

Karen Hart
Former Planning Director
Ward 5

From: [Jennifer Fike](#)
To: [Smith, Chip](#)
Subject: Re: City Administrator
Date: Wednesday, February 19, 2020 3:13:31 PM

Thanks, Chip, for being the voice of reason in this insanity.

Jennifer

On Tue, Feb 18, 2020 at 11:44 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Jennifer, I appreciate very much this email. I agree with you 100%.

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through

legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But,

this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Jennifer Fike <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:49 PM
To: Smith, Chip <ChSmith@a2gov.org>
Subject: City Administrator

Dear Councilmember Smith,

Much to my dismay, I just read the MLIVE article about City Council considering terminating the City Administrator's contract. Having lived in Ann Arbor since 1987, I've seen time and again how City Council has put politics above the best interest of city residents and this is the case in this instance. I strongly encourage you to vote **against** this drastic and unnecessary resolution.

As Greenbelt Commission Chair, I know first-hand what an outstanding job Howard Lazarus has done and continues to do and how disruptive a change like this can negatively impact the city. He has earned the respect of city staff and protects the city's interest, especially concerning environmental and sustainability issues. His expertise is highly valued and appreciated by city residents. Plus, as a tax-paying city resident I know how much terminating his agreement (again, unnecessarily) will cost us taxpayers. The city is in a solid financial position due to him and the staff that work for him.

Thank you.

Sincerely,

Jennifer Fike

From: [Lumm, Jane](#)
To: [Karen Hart](#)
Cc: [CityCouncil](#); [Lazarus, Howard](#); [Postema, Stephen](#)
Subject: RE: Termination of City Administrator
Date: Wednesday, February 19, 2020 3:13:54 PM

Thank you. I prefer less harsh language, but that's obviously your preference.

Jane

From: Karen Hart [REDACTED]
Sent: Wednesday, February 19, 2020 3:10 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: RE: Termination of City Administrator

Thank you for your response. I thought long and hard before sending my message. I didn't say the termination was illegal; I said it was shameful. I stand by that.

Karen

From: Lumm, Jane [<mailto:JLumm@a2gov.org>]
Sent: Wednesday, February 19, 2020 2:03 PM
To: Karen Hart [REDACTED] >
Cc: CityCouncil <CityCouncil@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: RE: Termination of City Administrator

Hello, Karen,

First, I know this is a lost "art" in today's culture, but I am making an appeal for addressing one another with courtesy, civility, respect, decorum and behaving like adults. To this end, I will ignore your epithets and will, instead, respond and react to the substance of your message, and not react to the "shame on you...", "you are inexperienced", "you should know better", "you are political and petty", "you are like Trump", "you micromanage... to the fullest", you are, "mistrustful", "afraid", lack integrity, only want to hear what you want to hear, are not qualified to serve, etc., etc., etc.

So, to the substance of your message: You firmly believe we have erred in our judgement and decision to terminate the contract with Mr. Lazarus. As a seasoned former city employee, you understand that the City Administrator serves as an "employee-at-will" and "nothing... shall prevent, limit or otherwise interfere with the right of the City Council to terminate the employment of the Employee at any time except as such right to terminate employment is limited within this document (N.B., "this document" = employment agreement between the City and City Administrator). So, to clarify and confirm, the city council did nothing illegal, just, in your view, improper and unfair (if I may paraphrase less harshly). I accept that we disagree on the action taken – we must also accept

that we each have valid reasons for our disagreement – and I will not attempt to persuade you otherwise. This would not be constructive.

My hope is that the City will move forward in a collectively positive direction, and in a direction that reflects and implements the policy direction set forth by its elected officials. This is not about politics or taking sides, it is about functioning as a collective body that formerly and properly and publicly (i.e., not singularly) directs and supports the enactment and implementation of policies supported by the collective body – irrespective of how one disagrees with or views these directives, this is the job of elected officials and city government in general.

As you may recall, Mr. Lazarus' predecessor, Steve Powers resigned his position in August (took effect in Oct.) of 2015. At the time, the city was, similarly, preparing the launch of the next set of budget meetings, work sessions, council budget retreat, and the like. We appointed an acting city Administrator who very capably took the helm, prepared and presented a budget for the next FY, while running the City. This was done smoothly and successfully, and every budget question, deadline, deliverable was met. The timing for an employee separation is never a good thing – for anyone. Yet, I have full confidence in our staff to stand up and deliver.

Thank you for sharing your perspective, Jane Lumm

I will speak ill of no man, not even in matter of truth; but rather excuse the faults I hear charged upon others, and upon proper occasion speak all the good I know of everybody.

Ben Franklin's Journal.

From: Karen Hart [REDACTED]
Sent: Wednesday, February 19, 2020 11:00 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Termination of City Administrator

Shame on every one of you who voted to fire Howard Lazarus last night. He was by far and away the most outstanding candidate when you hired him a few years ago, and I have found him to be one of the most professional, patient, knowledgeable and capable people to ever fill that job in Ann Arbor. I don't know if I am more angry with those of you who are new and inexperienced at governing, or those of you have been in office for awhile and who should know better. To fire such a qualified and diligent person for no reason other than politics and petty power is inexcusable, and shows you to be just like our current president. You exemplify micromanaging to the fullest, which is absolutely not the role of a council member. The city staff is in the throws of preparing the administrator's budget and needs strong leadership, both fiscal and policy, yet you have shown yourselves mistrustful and afraid of someone with integrity who tells you what you need to know, not what you want to hear. It's a good thing that there are so many qualified people running for Council in August/November, because I will support all of them with my donations and energy to be sure this shameful behavior doesn't happen again.

Karen Hart

Former Planning Director
Ward 5

From: [Lumm, Jane](#)
To: [Bannister, Anne](#); [Griswold, Kathy](#); [Eaton, Jack](#)
Subject: RE: Please reconsider your vote, CM Bannister
Date: Wednesday, February 19, 2020 3:15:14 PM

And, thank you for your courage and principle, Anne. -Jane

From: Bannister, Anne <ABannister@a2gov.org>
Sent: Wednesday, February 19, 2020 3:10 PM
To: Griswold, Kathy <KGriswold@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Fw: Please reconsider your vote, CM Bannister

FYI -- Lisa Disch email.

From: Lisa Disch <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:01 AM
To: Bannister, Anne <ABannister@a2gov.org>
Cc: Hayner, Jeff <JHayner@a2gov.org>
Subject: Re: Please reconsider your vote, CM Bannister

Thank you for your response, Anne.
Lisa

On Wed, Feb 19, 2020 at 10:05 AM Bannister, Anne <ABannister@a2gov.org> wrote:

Dear Lisa -- Yes, momentum will continue on climate action, affordable housing and the plume, and so much more. We are moving in a positive direction.

Thanks,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Lisa Disch <[REDACTED]>

Sent: Wednesday, February 19, 2020 8:31 AM

To: Bannister, Anne <ABannister@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Subject: Please reconsider your vote, CM Bannister

Dear Councilmembers Bannister and Hayner,

As you both heard last night, many Ward One residents are enraged about last night's vote to dismiss City Administrator Howard Lazarus without cause. In a weak mayor system like ours, firing a city administrator is a dramatic action. One would expect to see it supported by city staff and effected by a unanimous Council. This vote looks blatantly vindictive: Is it really any wonder that some people feel as though Trump's politics have come to our city?

Jeff, I understand from Mayor Taylor that you oppose the termination and voted strategically so that you can bring the matter back for consideration. I thank you for that.

Anne, as your opponent, your vote is a gift to me. It is in my interests to use it to rally dollars and support. But as a resident of this city, I would like nothing moer than for you to change your mind. Your vote threatens to stop the new momentum we are seeing on the issues that matter most to me: climate neutrality; affordable housing; cleanup efforts of the Gelman plume. You said last night that you would do everything you could to keep the city on track with these initiatives. But the reality is that you and the rest of Council can do very little. Our talented city staff needs its chief executive for these initiatives to move forward.

I write to you this morning to urge you to reconsider your vote: You and Jeff can let Ward One be known for turning this unprofessional, counterproductive, wasteful decision around. Please do it.

Sincerely,

Lisa Disch


Ann Arbor, 48105

From: [Lazarus, Howard](#)
To: [Fournier, John](#)
Subject: RE: Return from Vacation Date
Date: Wednesday, February 19, 2020 3:26:00 PM

Thank you. Obviously a lot has been going on around here. Look forward to your return.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Fournier, John <JFournier@a2gov.org>
Sent: Wednesday, February 19, 2020 2:10 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Re: Return from Vacation Date

Howard,

My flight arrives the night of the 27th and I will be back in the office on Friday the 28th.

-John

John Fournier
Assistant City Administrator
Interim Director of Human Resources and Labor Relations
City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104

On Feb 19, 2020, at 11:37 PM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

John:

What is the date that you will be back from vacation?

Howard S. Lazarus
City Administrator
City of Ann Arbor
301 E Huron Street

Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: [Bannister, Anne](#)
To: [Peter Houk](#)
Cc: [Eaton, Jack](#); [Griswold, Kathy](#); [Lumm, Jane](#); [Hayner, Jeff](#)
Subject: Re: Transparency and communication
Date: Wednesday, February 19, 2020 3:26:41 PM

Dear Peter Houk,

My understanding is that the separation agreement was prepared by attorneys from both sides and the language was mutually agreed upon. I believe that Mr. Lazarus's comments at the beginning of the meeting, about purpose, meaning, respect, and joy in public service, may be as close as we will come to an exit interview.

Going forward, I'm confident the momentum will continue on climate action, the plume, and all the projects we've been working on. We are moving in a positive direction.

Thanks for sharing your input,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

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From: Peter Houk [REDACTED]
Sent: Wednesday, February 19, 2020 2:52 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Transparency and communication

Jack, Kathy, Anne. I am having difficulty understanding your support of the City Administrator's separation agreement in light of your recent sponsorship of a resolution on improved communications (text below). The separation agreement is at odds with the resolution's stated goal of improved transparency because it precludes honest and open communication about the current state of the working relationship of our city leadership and staff.

You can fix this logical incongruity with a resolution that releases Mr. Lazarus from that portion of his separation agreement and asks him to participate in an exit interview. Something is going wrong when Ann Arbor can't retain excellent people like Mr. Lazarus. Whatever that problem may be, it's not likely to be fixed without transparency and honest dialogue.

Sincerely,

From the separation agreement:

10. Employee agrees not to institute, aid, or participate in any proceeding against or involving the City on behalf of any person or entity, unless subpoenaed. Furthermore, Employee agrees that he will neither take nor encourage any action that disparages the City or that in any way reflects negatively on the City's business operations or management. Likewise, the City agrees not to disparage the Employee in any way or make any statements, whether written or oral, that reflect negatively on the Employee.

From the original draft of the resolution on city council communication.

Title

Resolution for City Council Communications

Body

Whereas, Council declared a Climate Emergency with an ambitious target date of 2030, thus we need to optimize our decision-making and communication practices to increase the probability of achieving this aggressive target; and

Whereas, All city documents are public and available under the Freedom of Information Act, with few exceptions. Examples include, but are not limited to, those governed by attorney-client privilege and real-estate negotiations;

RESOLVED, That Council strive to improve its effectiveness by focusing on three components of excellent governmental communications:

Collaboration

- For example, a City Council member(s) will be copied on any city email containing the Council member's name in the email or attachment.*
- For example, on issues of general interest, City staff will copy all of Council (if needed, IT will develop an opt-out solution) on any email to a Council member. Rational: Council members are restricted to emailing to a sub-quorum under the Open Meetings Act. However, staff may communicate with all Council members without violating the OMA.*

Information that is accurate, complete and timely

- For example, City staff and Council members will continue to strive to make accurate statements and publicly correct inaccurate and incomplete statements*

as soon as practical.

- *For example, Council and staff will strive to make statements supported by data and, where possible, identify the source of the data.*

Transparency

- *For example, a master calendar of events Council is invited to, as well as, staff/constituent meetings, identified by ward, will be maintained by staff and shared with Council.*
- *For example, responses to the agenda will indicate authorship specific to each question.*

Sponsored by: Councilmembers Griswold, Eaton, and Bannister

From: [Joshua Kay](#)
To: [Smith, Chip](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Wednesday, February 19, 2020 3:40:35 PM

Thank you for taking this stand and sending me the joint statement. These are sad times for our city.

Best,
Josh

On Tue, Feb 18, 2020 at 11:49 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Mr, Kay,

You are spot on in everything you said. I never would support such a move. I'm embarrassed for our Ward that CM Ramlawi did.

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him

handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council

members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there’s the simple fact that if this Council majority wanted to change city policies they dislike, there’s a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can’t get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate

Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

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Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

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From: Joshua Kay <[REDACTED]>
Sent: Tuesday, February 18, 2020 3:03 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,

Joshua Kay

[REDACTED] A2 48103

[REDACTED]

--

Joshua Kay

--

Joshua Kay

From: [Smith, Chip](#)
To: [Joshua Kay](#)
Subject: Re: do NOT fire Howard Lazarus
Date: Wednesday, February 19, 2020 3:45:21 PM

Indeed they are

Sent from my iPhone

On Feb 19, 2020, at 3:40 PM, Joshua Kay <[REDACTED]> wrote:

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Best,
Josh

On Tue, Feb 18, 2020 at 11:49 PM Smith, Chip <ChSmith@a2gov.org> wrote:

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corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann

Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward
3

Julie Grand

City Council,
Ward 3

Chip Smith

City Council,
Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: Joshua Kay <[REDACTED]>

Sent: Tuesday, February 18, 2020 3:03 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: do NOT fire Howard Lazarus

Dear Council,

I am a resident of the Fifth Ward and just left messages for my members of council indicating my displeasure with the resolution that is coming up to fire City Administrator Howard Lazarus. Mr. Lazarus has faithfully executed city policy and sought and transmitted expert advice on myriad issues. To fire him would be a grave error. Moreover, the suddenness of the resolution suggests that those behind this proposal know that there will be serious opposition and wish to avoid the will of the people. In response, I will be blunt: elections will come, and I will join the backlash against those who vote in favor of this action.

This council has shown an alarming tendency to ignore and demean expert advice, putting us in danger of having a know-nothing government that is ultimately unable to tackle the city's problems. This tendency has shown up in votes, problematic treatment of professional staff, and slanted changes to citizen commissions. This significantly damaging trend must stop, and that must start tonight with the withdrawal or defeat of this resolution.

Sincerely,

Joshua Kay

 A2 48103



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Joshua Kay

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Joshua Kay

From: [Lumm, Jane](#)
To: [Anthony Pinnell](#)
Cc: [Lazarus, Howard](#); [CityCouncil](#); [Postema, Stephen](#)
Subject: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 4:03:53 PM

Dear Mr. Pinnell,

I guess you know me and whatever motivates me better than I do. I applaud your hutzpah.

I do not require your primer on municipal government. I recommend, instead, an understanding of the council-manager form and model of government, and the proper roles and responsibilities of councilors and managers within this system of government.

And, to quote from a book on public sector strategic planning, "Change is the constant that all organizations and organization managers must deal with daily." To some change is a positive, others, less so. And, another quote from former City Administrator, Del Borgsdorf, "The length of a strategic plan is the time between now and the next council election."

If it's the existing strategic plan, or change with the most recent council election you object to, fine. Do your civic duty to elect others who support your plan and vision for Ann Arbor. Which is also not to say, it's OK to chastise those with whom you disagree just because they have a different perspective. That's life. That's democracy. That's diversity. I prefer we focus on the issue, and refrain from exacting hatred towards the individual with whom you disagree.

Thank you, Jane

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 3:00 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Aw: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Council Member Lumm,

My letter to Mr. Lazarus is not in need of any corrections from you, thank you. The information there is fact-based and correct. You co-sponsored the motion of yesterday evening, so your name is on it: you co-own it. This is indeed about you and your motives.

More importantly:

Get out your 8th Grade Civics book and re-read the chapter on municipal government. Note that action is done by legislation in writing, approved by a majority, and implemented by staff - provided the executive does not veto it. And that veto power is sacred: one of the 10 commandments of democracy, specifically defined and designed by the Founding Fathers, and key to the balance of power. That, too, is in your 8th Grade Civics Book. Anyone who thinks otherwise has absolutely no

place on our City Council.

Just because you may feel sometimes that you currently have, or even lead a "majority" on Council, **all of you** have crossed the lines many times over the past 18 months. What you feel is your block may vote as one sometimes, at other times not.

In any event: Any "majority" cannot rule or dictate changes in legislation or implementation immediately upon taking office, without written law. If you feel that a particular piece of legislation from past years is not to your liking, than you're free to change it by due process - not by decree, not by verbally commandeering city staff, and not by threatening and firing our City Administrator.

You talk about lessons from the corporate world? That's my world, Ms. Lumm - international business. If you want your colleagues and city staff to perform with you in concert as a "team", then you have to win the team over. **Changing public policy through legislation is hard.** It takes time. The Ship of State is called that for lots of reasons - one being that you can't just turn it around on a dime. It's a huge aircraft carrier.

Existing, approved laws and plans will continue to be implemented unless redone by proper revision. There is no other way.

You and Jack Eaton have shown extremely poor judgment in taking this action, and - worse yet - you've taken newer representatives down with you. You coerced others into joining you in a very childish but seriously destructive tantrum.

Too often, Ms. Lumm, you act on Council as if you were a DELEGATE for your base. But you are not a DELEGATE: In American democracy, you are a REPRESENTATIVE who is supposed to act for the good of the whole. That, too, is in your Civics book.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 12:10 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>

Betreff: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

A few corrections for your, and the public record, if need be. (I note that statements are being issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the

organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:34 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

[REDACTED]
Ann Arbor, Michigan 48104
tel.: + [REDACTED]
e-mail: [REDACTED]

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr
Von: "Anthony Pinnell" <[REDACTED]>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104
tel.: + [REDACTED]
e-mail: [REDACTED]

From: [Sam White](#)
To: [Lumm, Jane](#)
Subject: Inquiry Into the Firing of Howard Lazarus
Date: Wednesday, February 19, 2020 4:07:51 PM

Council Member Lumm,

I live in the 2nd Ward [REDACTED] (off Huron Drive) and I'm writing to you to seek your justification for voting to terminate Hoawrd Lazarus without cause. Any information you can provide would be appreciated.

I can also be reached at [REDACTED] if a phone call is more preferable.

Thanks,

Sam White

From: [Sam White](#)
To: [Griswold, Kathy](#)
Subject: Inquiry Into the Firing of Howard Lazarus
Date: Wednesday, February 19, 2020 4:08:27 PM

Council Member Griswold,

I live in the 2nd Ward [REDACTED] (off Huron Drive) and I'm writing to you to seek your justification for voting to terminate Hoawrd Lazarus without cause. Any information you can provide would be appreciated.

I can also be reached at [REDACTED] if a phone call is more preferable.

Thanks,

Sam White

From: [Fournier, John](#)
To: [Lazarus, Howard](#)
Subject: Re: Return from Vacation Date
Date: Wednesday, February 19, 2020 4:09:23 PM

Yes, I have tried to keep updated as best I can. I thought your comments at the meeting last night were excellent. I am only sorry that the vote came out as it did.

I understand the report will be available today or tomorrow. I would appreciate being able to read it when it is made available.

Best,
John

John Fournier
Assistant City Administrator
Interim Director of Human Resources and Labor Relations
City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104

On Feb 20, 2020, at 7:26 AM, Lazarus, Howard <HLazarus@a2gov.org> wrote:

Thank you. Obviously a lot has been going on around here. Look forward to your return.

Howard S. Lazarus
City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Fournier, John <JFournier@a2gov.org>
Sent: Wednesday, February 19, 2020 2:10 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: Re: Return from Vacation Date

Howard,

My flight arrives the night of the 27th and I will be back in the office on Friday the 28th.

-John

John Fournier
Assistant City Administrator
Interim Director of Human Resources and Labor Relations
City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104

On Feb 19, 2020, at 11:37 PM, Lazarus, Howard <HLazarus@a2gov.org>
wrote:

John:

What is the date that you will be back from vacation?

Howard S. Lazarus
City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: [Mark Clevey](#)
To: [Lazarus, Howard](#)
Subject: Personal
Date: Wednesday, February 19, 2020 4:13:07 PM

Administrator Lazarus:

I am so very sorry to hear that you will be leaving Ann Arbor. I for one found your enlightened leadership, ethics and steady administrative hand to be a breath of fresh air in our community. I again wish to sincerely thank you for your support of my efforts to overturn solar taxation in Ann Arbor and Michigan.

Please do not hesitate to contact me should you need a citizen testimonial of your sound leadership.

Respectfully,

Mark Clevey

Mark H. Clevey, MPA (Retired)

- Veteran, US Air Force (1967-1972)
- Specialist in Sustainability, Energy Efficiency and Renewable Energy (40+ years).
- Current Vice President, Great Lakes Renewable Energy Association & Renewable Energy in Michigan, 501(c)(4).
- Former Executive Director, Small Business Foundation of Michigan & Vice President for Entrepreneurship, SBAM.
- Former Manager of Renewable Energy Programs, Michigan Energy Office
- Former Vice Chair, Ann Arbor Energy Commission & Washtenaw County Environmental Council
- Founder/Organizer, Ann Arbor Solar User Network (AA SUN) & MI SUN.
- Co-Founder & Former Treasurer, Michigan Interfaith Power and Light

"A good statesman will never willingly tolerate an untruth" - Plato, *The Republic*

From: [Anthony Pinnell](#)
To: [Lumm, Jane](#)
Cc: [Lazarus, Howard](#); [CityCouncil](#); [Postema, Stephen](#)
Subject: Aw: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 4:29:27 PM

Councilperson Lumm,

I expect you to remain objective in this exchange.
You'll refrain from using the word "hatred" in conjunction with any letter of mine to you and the rest of City Council.
You've made yourself the target of well-deserved criticism, Ms. Lumm, so please learn to take it without making false accusations.

This situation is not some stylized Kabuki Theater exercise in politeness. This is not a Junior High School bake sale where we can't speak our mind firmly.
You've taken a drastically destructive step, and you should expect to receive the criticism due in plain, stark terms.
Do not try to clothe your actions in the tones of civil society and civic government. They were reprehensible, and I will continue to call you out on it.

I'm certain that a few of the newer colleagues on City Council would like to revisit their vote on this motion, now that they fully grasp the mess you've led them into.

Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:03 Uhr
Von: "Lumm, Jane" <JLumm@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]>
Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>
Betreff: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

I guess you know me and whatever motivates me better than I do. I applaud your hutzpah.

I do not require your primer on municipal government. I recommend, instead, an understanding of the council-manager form and model of government, and the proper roles and responsibilities of councilors and managers within this system of government.

And, to quote from a book on public sector strategic planning, "Change is the constant that all organizations and organization managers must deal with daily." To some change is a positive, others, less so. And, another quote from former City Administrator, Del Borgsdorf, "The length of a strategic plan is the time between now and the next council election."

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Thank you, Jane

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Sent: Wednesday, February 19, 2020 3:00 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
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More importantly:

Get out your 8th Grade Civics book and re-read the chapter on municipal government. Note that action is done by legislation in writing, approved by a majority, and implemented by staff - provided the executive does not veto it. And that veto power is sacred: one of the 10 commandments of democracy, specifically defined and designed by the Founding Fathers, and key to the balance of power. That, too, is in your 8th Grade Civics Book. Anyone who things otherwise has absolutely no place on our City Council.

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- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 12:10 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>

Betreff: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

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To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
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Sincerely,

Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

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A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

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I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell

Ward 3

[REDACTED]
Ann Arbor, Michigan 48104

tel.: + [REDACTED]

e-mail: [REDACTED]

From: [Lumm, Jane](#)
To: [Anthony Pinnell](#)
Cc: [Lazarus, Howard](#); [CityCouncil](#); [Postema, Stephen](#)
Subject: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 4:38:11 PM

Mr. Pinnell,

I did not lead them. They aren't shepple. They are independent thinkers. At least grant them that they have the courage of their own views.

Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 4:29 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
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An: "Anthony Pinnell" <[REDACTED]>
Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>
Betreff: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

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I do not require your primer on municipal government. I recommend, instead, an understanding of the council-manager form and model of government, and the proper roles and responsibilities of councilors and managers within this system of government.

And, to quote from a book on public sector strategic planning, "Change is the constant that all organizations and organization managers must deal with daily." To some change is a positive, others, less so. And, another quote from former City Administrator, Del Borgsdorf, "The length of a strategic plan is the time between now and the next council election."

If it's the existing strategic plan, or change with the most recent council election you object to, fine. Do your civic duty to elect others who support your plan and vision for Ann Arbor. Which is also not to say, it's OK to chastise those with whom you disagree just because they have a different perspective. That's life. That's democracy. That's diversity. I prefer we focus on the issue, and refrain from exacting hatred towards the individual with whom you disagree.

Thank you, Jane

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 3:00 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Aw: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Council Member Lumm,

My letter to Mr. Lazarus is not in need of any corrections from you, thank you. The information there is fact-based and correct. You co-sponsored the motion of yesterday evening, so your name is on it: you co-own it. This is indeed about you and your motives.

More importantly:

Get out your 8th Grade Civics book and re-read the chapter on municipal government. Note that action is done by legislation in writing, approved by a majority, and implemented by staff - provided the executive does not veto it. And that veto power is sacred: one of the 10 commandments of democracy, specifically defined and designed by the Founding Fathers, and key to the balance of power. That, too, is in your 8th Grade Civics Book. Anyone who things otherwise has absolutely no place on our City Council.

Just because you may feel sometimes that you currently have, or even lead a "majority" on Council, **all of you** have crossed the lines many times over the past 18 months. What you feel is your block may vote as one sometimes, at other times not.

In any event: Any "majority" cannot rule or dictate changes in legislation or implementation immediately upon taking office, without written law. If you feel that a particular piece of legislation from past years is not to your liking, than you're free to change it by due process - not by decree, not by verbally commandeering city staff, and not by threatening and firing our City Administrator.

You talk about lessons from the corporate world? That's my world, Ms. Lumm - international business. If you want your colleagues and city staff to perform with you in concert as a "team",

then you have to win the team over. **Changing public policy through legislation is hard.** It takes time. The Ship of State is called that for lots of reasons - one being that you can't just turn it around on a dime. It's a huge aircraft carrier.

Existing, approved laws and plans will continue to be implemented unless redone by proper revision. There is no other way.

You and Jack Eaton have shown extremely poor judgment in taking this action, and - worse yet - you've taken newer representatives down with you. You coerced others into joining you in a very childish but seriously destructive tantrum.

Too often, Ms. Lumm, you act on Council as if you were a DELEGATE for your base. But you are not a DELEGATE: In American democracy, you are a REPRESENTATIVE who is supposed to act for the good of the whole. That, too, is in your Civics book.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 12:10 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>

Betreff: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

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A few corrections for your, and the public record, if need be. (I note that statements are being issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>

Sent: Wednesday, February 19, 2020 11:34 AM

To: Lazarus, Howard <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>

Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that

have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104
tel.: +
e-mail:

From: clark.mccall
To: [Smith, Chip](mailto:Smith_Chip)
Subject: Re: Resolution to terminate City Administrator - please vote no
Date: Wednesday, February 19, 2020 4:45:43 PM

Thanks, Chip.

I think and hope this whole affair has laid bear the situation for voters and will lead to a more productive lineup of council people after the election.

I'll bet you thought the job of council person would be kind of fun once upon a time. This environment seems kind of miserable.

We appreciate the work you are doing under difficult circumstances.

On Tue, Feb 18, 2020 at 11:53 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Clark,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed

plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there’s the simple fact that if this Council majority wanted to change city policies they dislike, there’s a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can’t get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters

are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: clark mccall <[REDACTED]>
Sent: Tuesday, February 18, 2020 2:26 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Resolution to terminate City Administrator - please vote no

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall

Ward 2

From: [Anthony Pinnell](#)
To: [Lumm, Jane](#)
Cc: [Lazarus, Howard](#); [CityCouncil](#); [Postema, Stephen](#)
Subject: Aw: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 4:52:31 PM

Councilperson Lumm,

You just sang the praises of corporate management: in all decisions and actions, there are instigators. It's a law of physics.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:38 Uhr
Von: "Lumm, Jane" <JLumm@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]>
Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>
Betreff: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Mr. Pinnell,

I did not lead them. They aren't shepple. They are independent thinkers. At least grant them that they have the courage of their own views.

Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 4:29 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: Aw: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Councilperson Lumm,

I expect you to remain objective in this exchange.

You'll refrain from using the word "hatred" in conjunction with any letter of mine to you and the rest City Council.

You've made yourself the target of well-deserved criticism, Ms. Lumm, so please learn to take it without making false accusations.

This situation is not some stylized Kabuki Theater exercise in politeness. This is not a Junior High School bakesale where we can't speak our mind firmly.

You've taken a drastically destructive step, and you should expect to receive the criticism due in plain, stark terms.

Do not try to clothe your actions in the tones of civil society and civic government. They were reprehensible, and I will continue to call you out on it.

I've certain that a few of the newer colleagues on City Council would like to revisit their vote on this motion, now that they fully grasp the mess you've led them into.

Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:03 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]>

Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>

Betreff: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

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An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>

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From: Anthony Pinnell <[REDACTED]>
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To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
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municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,

Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell

Ward 3

[REDACTED]

Ann Arbor, Michigan 48104

tel.: + [REDACTED]

e-mail: [REDACTED]

From: [Oliver Kiley](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Please Do Not Fire Howard Lazarus
Date: Wednesday, February 19, 2020 4:56:48 PM

I'm deeply saddened by the council majority's decision (including your vote) last night. Ann Arbor is better than this. It's clear we don't deserve Mr. Lazarus's expertise and leadership. This is a sad chapter in Ann Arbor's story, and I'm saddened that my ward representative voted this way. You campaigned on transparency and accountability. Your actions indicate otherwise.

Thank you,

~Oliver

On Tue, Feb 18, 2020 at 6:59 PM Oliver Kiley [REDACTED] wrote:

Dear council member Nelson,

As a life long Ann Arbor resident, I employs you not to support the vote to remove Howard Lazarus.

Howard has been a transforming and effective figure in Ann Arbor, helping to guide defensible, sound, and rational decision making across the city. He is an effective leader who challenges the status quo and pushes us all towards making Ann Arbor the best it can.

Please do not support his removal.

Thank you from a ward 4 citizen.

~Oliver Kiley

--

~ Oliver Kiley

From: [JAMES HOCK](#)
To: [Taylor, Christopher \(Mayor\)](#)
Subject: interim administrator
Date: Wednesday, February 19, 2020 4:57:08 PM
Attachments: [resume_hock.docx](#)

Dear Mayor Taylor:

I read about the difficulties that you and the Ann Arbor City Council are going through regarding the termination of your City Administrator. At this time, I believe that what you need is an experienced local government manager to send the message to staff and the residents that Council can unite for the benefit of the community. I am sure that a municipality of your size will hire a recruitment firm to conduct the following; develop a community profile, advertise, cull the candidates, then schedule Mayor and Council interviews. Once a candidate is selected, there are contract negotiations and some time for the new City Manager to give notice to their current employer. This process can take several months.

Most municipalities appoint an internal employee to act as Interim or Acting City Administrator. However, during these several months of the City Manager search, their areas of responsibility can become somewhat neglected. So that no organizational area suffers, no department is overburdened and there is no preference given to an internal candidate over another by being given the opportunity to show their talent in the Acting capacity, it may be preferable to hire someone outside the organization that has no interest in becoming your next City Manager. Should you decide that this is a route you may consider, I am very interested in that opportunity.

Although I have retired, I desire to continue working in a temporary capacity as an Interim City Manager for those Cities that are going through the City Manager selection process. I have over 39 years of local government experience in Michigan and Illinois, most recently in the City of Joliet with 150,000 residents. Originally from the Detroit area, upon retirement we moved back to White Lake Township. I am quick to perceive organizational strengths and weaknesses that could assist an incoming City Manager and I can also serve as an advisor in the City

Manager selection process if you desire.

I can provide references that include elected officials and business professionals that will verify my talent, experience and ability to develop relationships that foster mutual goals.

I have attached my resume which highlights some of my experience and would be happy to discuss how I could be of service to you and the City of Ann Arbor.

Feel free to share this communication with other Council members should you desire.

Sincerely,

Jim Hock

James D. Hock

Highland MI 48357

Profile

An experienced municipal manager, providing leadership and inspiring a shared vision that empowers staff to achieve extraordinary results.

Education

Hillsdale College	BS degree
Oakland University	Master of Public Administration
Senior Executive Institute	University of Virginia
Sr. Executives in State & Local Gov.	Harvard University

Professional Experience

November 2013 – May 2017

City Manager

City of Joliet, IL (pop 149,395)

- Led first ever Strategic Planning process developing goals and objectives to integrate into \$280M annual budgeting process with Department Director performance objectives.
- Coordinated construction of new downtown train station servicing two METRA lines to Chicago and Amtrak to St. Louis.
- Developed a Citywide Plan for wireless security and internet access.
- Guided City through lawsuit settlement with HUD to become first City in the U.S. to own & operate a 352 unit low income housing development.
- Coordinated effort for a private/public partnership leveraging \$21M in State funds and a \$170M private investment for a bridge over the Des Plaines River into a 6600 acre intermodal facility.
- Met with business leaders and coordinated City incentives with Mars, IKEA, Amazon and others that resulted in over 5 million square feet of fulfillment center development each year since 2014.
- Coordination of the transfer of Joliet prison ownership from the State to the City for the Joliet Historical Museum tours and film industry.

- Adoption of a new Downtown Development Plan and led expansion of the Special Service Area to fund artificial turf in the City baseball stadium.

*November 2012 – November 2013: Village of Carpentersville, IL (pop 38,196)
Director of Community Development*

- While supervising the Building, Planning and Engineering division, implemented consultant's recommendations on operational changes.
- Added laptop inspections in the field with wireless communication to increase productivity.
- Establishment of an email notification system to keep plan review within our time objective.
- Fostered economic development through a "one stop" process Development Team for new businesses and expansion of existing businesses.

*July 2008 – May 2012: City of Park Ridge, IL (pop 37,721)
City Manager*

- Participated in electricity consortium saving residents 40% on electricity.
- Created a vehicle sticker program to support community Cultural Arts.
- Negotiated \$200,000 annual contribution from Advocate Hospital for City services.
- Coordinated public debate on Homeless housing issues.
- Implemented consultant's recommendations on reorganization of the Police Department.
- Developed an implementation plan for stormwater engineering analysis with project schedules and financial recommendations to achieve the goal of flooding relief for residents.
- Negotiated wage freezes in settled labor agreements for two consecutive years.

*December 1994 – July 2008: City of Oak Park, MI (pop 29,594)
City Manager (2003-2008)
Assistant City Manager (1994-2003)*

- Coordinated referendum on Bond issues for roads and municipal buildings.
- Created the Kidsbuild Program-building trades vocational education program renovating obsolete homes in the City.
- Managed the annexation of property into the City and the water, sewer and street improvements that followed.

- Negotiated lease of public property for communication towers.
- Facilitated Extreme Makeover-Home Edition production in the City.
- Coordinated the redevelopment of a Brownfield site at a former Military Armory.
- Redevelopment of the Central Business District.
- Changed the pension plans from defined benefit to defined contribution.

July 1985 – December 1994: City of Sterling Heights (pop 130,410)
Assistant City Manager

- Prepared the annual City Budget (\$85M).
- Developed a Municipal Improvement Program (5 year capital expenditure plan).
- Lead a citizens committee through a community visioning process.
- Implemented interest-based bargaining with unions.
- Served as Human Resource Director negotiating over 50 union labor agreements including pay for performance.
- Established Labor/Management work practices committees.
- Developed self-insured property & liability, worker's compensation and medical insurances.
- Coordinated an award winning Risk Management program.

Certifications & Awards

*AICP (American Institute of Certified Planners)

*SPHR (Senior Professional in Human Resources)

*Credentialed Manager - International City/County Management Association

*Assistant's Excellence in Leadership Award - ICMA - 2003

*Award for Programs for the Disadvantaged - ICMA - 2003

From: [Lumm, Jane](#)
To: [Bannister, Anne](#); [Peter Houk](#)
Cc: [Eaton, Jack](#); [Griswold, Kathy](#); [Hayner, Jeff](#)
Subject: RE: Transparency and communication
Date: Wednesday, February 19, 2020 4:59:13 PM

Thank you, Anne, and Peter,

Anne, your understanding is correct. And, all employees are provided, and I believed encouraged, to provide exit interviews. Our track record on conducting exit interviews has not been very good, however, and, in fact, when I have requested seeing an exit interview (one in particular that I tried to track down was referenced in an upward evaluation, and I was interested because the employee recommended council read the exit interview), I was told it did not exist. So, my take is, it's entirely voluntary, and exit interviews may/not be shared – just guessing, but probably depends on the interviewee and the requestor.

Think, as well, Mr. Lazarus' comments are, likely, the closest we'll come to a public exit statement.

Thanks, as well, for your feedback, Jane

From: Bannister, Anne <ABannister@a2gov.org>
Sent: Wednesday, February 19, 2020 3:27 PM
To: Peter Houk [REDACTED]
Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Re: Transparency and communication

Dear Peter Houk,

My understanding is that the separation agreement was prepared by attorneys from both sides and the language was mutually agreed upon. I believe that Mr. Lazarus's comments at the beginning of the meeting, about purpose, meaning, respect, and joy in public service, may be as close as we will come to an exit interview.

Going forward, I'm confident the momentum will continue on climate action, the plume, and all the projects we've been working on. We are moving in a positive direction.

Thanks for sharing your input,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1->

[1914518828781967/](#)

From: Peter Houk [REDACTED]
Sent: Wednesday, February 19, 2020 2:52 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Transparency and communication

Jack, Kathy, Anne. I am having difficulty understanding your support of the City Administrator's separation agreement in light of your recent sponsorship of a resolution on improved communications (text below). The separation agreement is at odds with the resolution's stated goal of improved transparency because it precludes honest and open communication about the current state of the working relationship of our city leadership and staff.

You can fix this logical incongruity with a resolution that releases Mr. Lazarus from that portion of his separation agreement and asks him to participate in an exit interview. Something is going wrong when Ann Arbor can't retain excellent people like Mr. Lazarus. Whatever that problem may be, it's not likely to be fixed without transparency and honest dialogue.

Sincerely,

Peter Houk
[REDACTED]

From the separation agreement:

10. Employee agrees not to institute, aid, or participate in any proceeding against or involving the City on behalf of any person or entity, unless subpoenaed. Furthermore, Employee agrees that he will neither take nor encourage any action that disparages the City or that in any way reflects negatively on the City's business operations or management. Likewise, the City agrees not to disparage the Employee in any way or make any statements, whether written or oral, that reflect negatively on the Employee.

From the original draft of the resolution on city council communication.

Title

Resolution for City Council Communications

Body

Whereas, Council declared a Climate Emergency with an ambitious target date of 2030, thus we need to optimize our

decision-making and communication practices to increase the probability of achieving this aggressive target; and

Whereas, All city documents are public and available under the Freedom of Information Act, with few exceptions. Examples include, but are not limited to, those governed by attorney-client privilege and real-estate negotiations;

RESOLVED, That Council strive to improve its effectiveness by focusing on three components of excellent governmental communications:

Collaboration

- *For example, a City Council member(s) will be copied on any city email containing the Council member's name in the email or attachment.*
- *For example, on issues of general interest, City staff will copy all of Council (if needed, IT will develop an opt-out solution) on any email to a Council member. Rational: Council members are restricted to emailing to a sub-quorum under the Open Meetings Act. However, staff may communicate with all Council members without violating the OMA.*

Information that is accurate, complete and timely

- *For example, City staff and Council members will continue to strive to make accurate statements and publicly correct inaccurate and incomplete statements as soon as practical.*
- *For example, Council and staff will strive to make statements supported by data and, where possible, identify the source of the data.*

Transparency

- *For example, a master calendar of events Council is invited to, as well as, staff/constituent meetings, identified by ward, will be maintained by staff*

and shared with Council.

- *For example, responses to the agenda will indicate authorship specific to each question.*

Sponsored by: Councilmembers Griswold, Eaton, and Bannister

From: [Crawford, Tom](#)
To: [Petersen, Sally](#)
Cc: [Higgins, Sara](#); [Lazarus, Howard](#)
Subject: RE: About Last Night....
Date: Wednesday, February 19, 2020 5:00:11 PM

Sally,

Hey. Regarding the interim, Council would need to decide that prior to March 1st. I'm assuming I'm a strong possibility but we'd need to go through the process.

I'd be happy to meet early March to learn about what you're doing and figure out next steps. We can put it on the calendar just in case. Please share what your availability is.

Thanks,
Tom Crawford



Tom Crawford, Chief Financial Officer

City of Ann Arbor | Guy C. Larcom City Hall | 301 E. Huron, 5th Floor · Ann Arbor · MI · 48104
734.794.6511 | Internal Extension 45100
tcrawford@a2gov.org | www.a2gov.org

From: Petersen, Sally <SPetersen@a2gov.org>
Sent: Wednesday, February 19, 2020 11:46 AM
To: Crawford, Tom <TCrawford@a2gov.org>
Cc: Higgins, Sara <SHiggins@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: About Last Night....

Hi Tom,

I have not heard about an official succession plan, is it correct to assume you will become Interim City Administrator on March 1?

If so, could we meet sometime in early March to discuss your interest in upholding my contract with City as Economic Development Policy Advisor to the City Administrator? The contract is up for renewal in May. There are a few projects I'd like to see to fruition; Bandemer Park Improvements, reimagining North Main St as an industrial arts corridor, State and Eisenhower pedestrian improvements, and short term activation of the Library Lot.

For reference, I've attached my current volunteer agreement, statement of work, and accomplishments that were submitted in May 2019.

Please let me know your thoughts.

Thank you!

Sally

From: [Lumm, Jane](#)
To: [Anthony Pinnell](#)
Cc: [Taylor, Christopher \(Mayor\)](#)
Subject: RE: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 5:04:28 PM

Instigators or leaders. It depends on one's view.

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 4:52 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: Aw: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Councilperson Lumm,

You just sang the praises of corporate management: in all decisions and actions, there are instigators. It's a law of physics.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:38 Uhr
Von: "Lumm, Jane" <JLumm@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]>
Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>
Betreff: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Mr. Pinnell,

I did not lead them. They aren't shepple. They are independent thinkers. At least grant them that they have the courage of their own views.

Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 4:29 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: Aw: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Councilperson Lumm,

I expect you to remain objective in this exchange.
You'll refrain from using the word "hatred" in conjunction with any letter of mine to you and the rest City Council.

You've made yourself the target of well-deserved criticism, Ms. Lumm, so please learn to take it without making false accusations.

This situation is not some stylized Kabuki Theater exercise in politeness. This is not a Junior High School bakesale where we can't speak our mind firmly. You've taken a drastically destructive step, and you should expect to receive the criticism due in plain, stark terms.

Do not try to clothe your actions in the tones of civil society and civic government. They were reprehensible, and I will continue to call you out on it.

I've certain that a few of the newer colleagues on City Council would like to revisit their vote on this motion, now that they fully grasp the mess you've led them into.

Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:03 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]>

Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>

Betreff: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

I guess you know me and whatever motivates me better than I do. I applaud your hutzpah.

I do not require your primer on municipal government. I recommend, instead, an understanding of the council-manager form and model of government, and the proper roles and responsibilities of councilors and managers within this system of government.

And, to quote from a book on public sector strategic planning, "Change is the constant that all organizations and organization managers must deal with daily." To some change is a positive, others, less so. And, another quote from former City Administrator, Del Borgsdorf, "The length of a strategic plan is the time between now and the next council election."

If it's the existing strategic plan, or change with the most recent council election you object to, fine. Do your civic duty to elect others who support your plan and vision for Ann Arbor. Which is also not to say, it's OK to chastise those with whom you disagree just because they have a different perspective. That's life. That's democracy. That's diversity. I prefer we focus on the issue, and refrain from exacting hatred towards the individual with whom you disagree.

Thank you, Jane

From: Anthony Pinnell <[REDACTED]>

Sent: Wednesday, February 19, 2020 3:00 PM

To: Lumm, Jane <JLumm@a2gov.org>

Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>;
Postema, Stephen <SPostema@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Aw: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Council Member Lumm,

My letter to Mr. Lazarus is not in need of any corrections from you, thank you. The information there is fact-based and correct. You co-sponsored the motion of yesterday evening, so your name is on it: you co-own it. This is indeed about you and your motives.

More importantly:

Get out your 8th Grade Civics book and re-read the chapter on municipal government. Note that action is done by legislation in writing, approved by a majority, and implemented by staff - provided the executive does not veto it. And that veto power is sacred: one of the 10 commandments of democracy, specifically defined and designed by the Founding Fathers, and key to the balance of power. That, too, is in your 8th Grade Civics Book. Anyone who things otherwise has absolutely no place on our City Council.

Just because you may feel sometimes that you currently have, or even lead a "majority" on Council, **all of you** have crossed the lines many times over the past 18 months. What you feel is your block may vote as one sometimes, at other times not. In any event: Any "majority" cannot rule or dictate changes in legislation or implementation immediately upon taking office, without written law. If you feel that a particular piece of legislation from past years is not to your liking, than you're free to change it by due process - not by decree, not by verbally commandeering city staff, and not by threatening and firing our City Administrator.

You talk about lessons from the corporate world? That's my world, Ms. Lumm - international business. If you want your colleagues and city staff to perform with you in concert as a "team", then you have to win the team over. **Changing public policy through legislation is hard.** It takes time. The Ship of State is called that for lots of reasons - one being that you can't just turn it around on a dime. It's a huge aircraft carrier.

Existing, approved laws and plans will continue to be implemented unless redone by proper revision. There is no other way.

You and Jack Eaton have shown extremely poor judgment in taking this action, and - worse yet - you've taken newer representatives down with you. You coerced others into joining you in a very childish but seriously destructive tantrum.

Too often, Ms. Lumm, you act on Council as if you were a DELEGATE for your base. But you are not a DELEGATE: In American democracy, you are a REPRESENTATIVE who is supposed to act for the good of the whole. That, too, is in your Civics book.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 12:10 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>

Betreff: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

A few corrections for your, and the public record, if need be. (I note that statements are being issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 11:34 AM
To: Lazarus, Howard <HLazarus@a2gov.org>
Cc: CityCouncil <CityCouncil@a2gov.org>
Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <>

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3

Ann Arbor, Michigan 48104
tel.: +
e-mail:

From: [Anthony Pinnell](#)
To: [Smith, Chip](#)
Subject: Thank you!
Date: Wednesday, February 19, 2020 5:05:25 PM

Hello Chip,
Thank you very much for issuing this Statement.
Please feel free to share any or all of my exchanges with Councilperson Lumm today, copied to all on Council.
- Tony Pinnell

Gesendet: Dienstag, 18. Februar 2020 um 23:27 Uhr
Von: "Smith, Chip" <ChSmith@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]>
Betreff: RE: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

[Share this widely:](#)

- here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus **without cause**. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority

engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well

and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community

values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward 3

Julie Grand

City Council, Ward 3

Chip Smith

City Council, Ward 5

From: Anthony Pinnell <[REDACTED]>

Sent: Tuesday, February 18, 2020 5:45 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell

Ward 3

[REDACTED]
Ann Arbor, Michigan 48104

tel.: + [REDACTED]

e-mail: [REDACTED]

From: [Lumm, Jane](#)
To: [Eaton, Jack](#)
Subject: FW: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members
Date: Wednesday, February 19, 2020 5:10:44 PM

From: Lumm, Jane
Sent: Wednesday, February 19, 2020 5:04 PM
To: Anthony Pinnell <[REDACTED]>
Cc: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
Subject: RE: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Instigators or leaders. It depends on one's view.

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 4:52 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>
Subject: Aw: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Councilperson Lumm,

You just sang the praises of corporate management: in all decisions and actions, there are instigators. It's a law of physics.

- Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:38 Uhr
Von: "Lumm, Jane" <JLumm@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]>
Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>
Betreff: RE: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Mr. Pinnell,

I did not lead them. They aren't shepple. They are independent thinkers. At least grant them that they have the courage of their own views.

Jane Lumm

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 4:29 PM
To: Lumm, Jane <JLumm@a2gov.org>

Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>

Subject: Aw: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Councilperson Lumm,

I expect you to remain objective in this exchange.
You'll refrain from using the word "hatred" in conjunction with any letter of mine to you and the rest City Council.
You've made yourself the target of well-deserved criticism, Ms. Lumm, so please learn to take it without making false accusations.

This situation is not some stylized Kabuki Theater exercise in politeness. This is not a Junior High School bakesale where we can't speak our mind firmly.
You've taken a drastically destructive step, and you should expect to receive the criticism due in plain, stark terms.
Do not try to clothe your actions in the tones of civil society and civic government. They were reprehensible, and I will continue to call you out on it.

I've certain that a few of the newer colleagues on City Council would like to revisit their vote on this motion, now that they fully grasp the mess you've led them into.

Tony Pinnell

Gesendet: Mittwoch, 19. Februar 2020 um 16:03 Uhr

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]>

Cc: "Lazarus, Howard" <HLazarus@a2gov.org>, CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>

Betreff: RE: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

I guess you know me and whatever motivates me better than I do. I applaud your hutzpah.

I do not require your primer on municipal government. I recommend, instead, an understanding of the council-manager form and model of government, and the proper roles and responsibilities of councilors and managers within this system of government.

And, to quote from a book on public sector strategic planning, "Change is the constant that all organizations and organization managers must deal with daily." To some change is a positive, others, less so. And, another quote from former City Administrator, Del Borgsdorf, "The length of a strategic plan is the time between now and the next council election."

If it's the existing strategic plan, or change with the most recent council election you object to, fine. Do your civic duty to elect others who support your plan and vision for Ann Arbor. Which is also not to say, it's OK to chastise those with whom you disagree just because they have a different perspective. That's life. That's democracy. That's diversity. I prefer we focus on the issue, and refrain from exacting hatred towards the individual with whom you disagree.

Thank you, Jane

From: Anthony Pinnell <[REDACTED]>
Sent: Wednesday, February 19, 2020 3:00 PM
To: Lumm, Jane <JLumm@a2gov.org>
Cc: Lazarus, Howard <HLazarus@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>;
Postema, Stephen <SPostema@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Aw: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Council Member Lumm,

My letter to Mr. Lazarus is not in need of any corrections from you, thank you. The information there is fact-based and correct. You co-sponsored the motion of yesterday evening, so your name is on it: you co-own it. This is indeed about you and your motives.

More importantly:

Get out your 8th Grade Civics book and re-read the chapter on municipal government. Note that action is done by legislation in writing, approved by a majority, and implemented by staff - provided the executive does not veto it. And that veto power is sacred: one of the 10 commandments of democracy, specifically defined and designed by the Founding Fathers, and key to the balance of power. That, too, is in your 8th Grade Civics Book. Anyone who things otherwise has absolutely no place on our City Council.

Just because you may feel sometimes that you currently have, or even lead a "majority" on Council, **all of you** have crossed the lines many times over the past 18 months. What you feel is your block may vote as one sometimes, at other times not. In any event: Any "majority" cannot rule or dictate changes in legislation or implementation immediately upon taking office, without written law. If you feel that a particular piece of legislation from past years is not to your liking, than you're free to change it by due process - not by decree, not by verbally commandeering city staff, and not by threatening and firing our City Administrator.

You talk about lessons from the corporate world? That's my world, Ms. Lumm - international business. If you want your colleagues and city staff to perform with you in concert as a "team", then you have to win the team over. **Changing public policy through legislation is hard.** It takes time. The Ship of State is called that for lots of reasons - one being that you can't just turn it around on a dime. It's a huge aircraft carrier.

Existing, approved laws and plans will continue to be implemented unless redone by proper revision. There is no other way.

You and Jack Eaton have shown extremely poor judgment in taking this action, and - worse yet - you've taken newer representatives down with you. You coerced others into joining you in a very childish but seriously destructive tantrum.

Too often, Ms. Lumm, you act on Council as if you were a DELEGATE for your base. But you are not a DELEGATE: In American democracy, you are a REPRESENTATIVE who is supposed to act for the good of the whole. That, too, is in your Civics book.

- Tony Pinnell

Von: "Lumm, Jane" <JLumm@a2gov.org>

An: "Anthony Pinnell" <[REDACTED]> "Lazarus, Howard" <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>, "Lumm, Jane" <JLumm@a2gov.org>

Betreff: RE: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Pinnell,

A few corrections for your, and the public record, if need be. (I note that statements are being issued through various social networks.)

Correction # 1: This is not about Jane Lumm taking Ann Arbor in any particular/new direction. This is about, make no mistake, RESPECTING the will of the voters who ELECTED and put these council members in place, to REPRESENT their concerns, their perspectives, their voices, and to allow the new composition of council, a body that has been met with a remarkable lack of support, both internally and externally, to set a different direction that does not comport with those with whom the previous establishment held court and controlled the discourse, controlled the policy direction, controlled pretty much everything other than the squeal wheel that offered a different perspective from time to time, God forbid, for decades. Yes, decades. Let's be honest, this is what the shock, anger and outrage is all about – we get it.

Please, contemplate this – and take the city government out of the equation. Imagine any organization where a majority of the board, of the executive leadership, of the directors were not, for whatever reason, supportive of their leader – wouldn't that suggest to you that the organization might not be a highly performing team? This is not about picking sides, being political, setting individual directions – this is about acting and performing as a **TEAM**. Full stop.

Thank you, Jane Lumm

From: Anthony Pinnell <[REDACTED]>

Sent: Wednesday, February 19, 2020 11:34 AM

To: Lazarus, Howard <HLazarus@a2gov.org>

Cc: CityCouncil <CityCouncil@a2gov.org>

Subject: We stand with you, Mr. Lazarus, and abhor the action taken by seven City Council members

Dear Mr. Lazarus,

We've met at any number of events where you came to speak about and support issues important to the the people and voters of Ann Arbor.

Everyone is shocked and angered by the action taken by seven members of City Council last night.

Jane Lumm states that she wants to take Ann Arbor in a new direction. Well, we've got news for her: Ann Arbor is not going to follow her. She's not taking us anywhere. Neither will Jack Eaton. You can count on us to stop them in their tracks.

You've been a fantastic City Administrator, fulfilling all your duties diligently, faithfully, energetically - and, above all, with clear vision and purpose for keeping and bettering Ann Arbor. We will greatly miss the excellence of your service, and express full support for every action and stance you have taken on our behalf while in office.

This ousting led by Jack Eaton and Jane Lumm is outrageous. They have wronged you and every resident of Ann Arbor. Their action is nothing short of a coup d'état, and the lies, propaganda, machinations and deceit that all seven of the guilty City Council members have shown are plainly obvious for all to see.

While the terms of your resignation agreement bound you and Council Members to not utter anything "negative" about the parties to that agreement, we, the public and voters, are not bound by those terms.

An act of war was committed last night, and the seven members of City Council who voted to remove you from office will suffer the political consequences of having removed our City Administrator for no reason whatsoever except their own ineptness at governance.

We wish you all the best for what, I'm certain, will be a very successful future. Other municipalities - and, sadly, not ours - will greatly benefit from your exceptional talents.

Sincerely,
Anthony and Sally Pinnell
(Ward 3)

Ann Arbor, Michigan 48104
tel.: +
e-mail:

Gesendet: Dienstag, 18. Februar 2020 um 17:45 Uhr

Von: "Anthony Pinnell" <

An: citycouncil@a2gov.org

Betreff: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell
Ward 3


Ann Arbor, Michigan 48104

tel.: +

e-mail: 

From: [Nicole B-D](#)
To: [Ramlawi, Ali](#)
Subject: Constituent disagrees with your voting to fire Lazarus
Date: Wednesday, February 19, 2020 5:11:32 PM

Dear Mr. Ramlawi,

I am one of your constituents in Ward 5 and I wanted to express my displeasure and disagreement with your voting to fire city administrator Howard Lazarus. I started following A2 council meetings last year and have found Mr. Lazarus to be an asset to the community. I think it's terrible that he's being let go. I hope you will reconsider if the opportunity to do so arises.

Thank you,
Nicole Dethmers

From: [Smith, Chip](#)
To: [Anthony Pinnell](#)
Subject: Re: Thank you!
Date: Wednesday, February 19, 2020 5:15:04 PM

Thank you

Sent from my iPhone

On Feb 19, 2020, at 5:05 PM, Anthony Pinnell <[REDACTED]> wrote:

Hello Chip,
Thank you very much for issuing this Statement.
Please feel free to share any or all of my exchanges with Councilperson Lumm today, copied to all on Council.
- Tony Pinnell

Gesendet: Dienstag, 18. Februar 2020 um 23:27 Uhr
Von: "Smith, Chip" <ChSmith@a2gov.org>
An: "Anthony Pinnell" <[REDACTED]>
Betreff: RE: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

[Share this widely:](#)

- here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator, Howard Lazarus. He is responsible for

leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus ***without cause***. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were "lost". The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a "new puppy" that could be trained to "your style" would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus' contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a

process that actively engages the public to determine how discretionary dollars are spent. In fact, he's been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus' removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad

support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward

Julie Grand

City Council,

Chip Smith

City Council,

From: Anthony Pinnell <[REDACTED]>
Sent: Tuesday, February 18, 2020 5:45 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: City Administrator Howard Lazarus is doing an outstanding job - do NOT fire him, or we will fire you

Dear Mayor Taylor and Members of the Ann Arbor City Council,

Howard Lazarus is an excellent City Administrator, doing an outstanding job. He's robustly implementing the city's planning and budget according to the approved priorities. Everyone in the city has welcomed the improvements and progress that have been achieved under his direction.

Lazarus is decent, honest, hardworking, effective, and conscientious. You will not find a better public administrator anywhere.

A group of you feel you can remove him from office for your personal political motives. And because you have no specific reasons for doing so, you add insult to injury for taxpayers by using our money to fund your vote. We are outraged by your intention.

Those of you that do vote to remove him will be noted, and the voters in your respective Wards will remove you from your office at the earliest possible opportunity - either by election, or recall. Make no mistake about it: by voting to remove the City Administrator, you'll be showing seriously poor judgment and shortsightedness - to the detriment of all of us. We won't put up with regressive, Trump-style antics.

I guarantee you that the voters will respond accordingly - in every Ward.

Sincerely,

Anthony Pinnell

Ward 3

[REDACTED]
Ann Arbor, Michigan 48104
tel.: + [REDACTED]
e-mail: [REDACTED]

From: [Lumm, Jane](#)
To: [Bannister, Anne](#); [Peter Houk](#)
Cc: [Eaton, Jack](#); [Griswold, Kathy](#); [Hayner, Jeff](#)
Subject: RE: Transparency and communication
Date: Wednesday, February 19, 2020 5:20:44 PM

Thanks again for your input, Peter.

And, in terms of the retention of Mr. Lazarus, will just share thaMr. Lazarus applied for the Austin, TX City Mgr. job when he was approaching a yr. into his tenure as AA City Administrator. Had he been offered that position, he would have submitted his resignation. In July of last year, Mr. Lazarus applied for the Gainesville, FL City Mgr. position. Again, he was not offered the position. When Mr. Lazarus applied for the Austin job and was rejected, he stated that he wanted to remain in AA. In his Gainesville application, he indicated that with the 2018 election, it would be difficult for him to serve with the new council. That was the reason he cited at the time for wanting to “depart Ann Arbor.”

All of Mr. Lazarus’ four predecessors resigned to take other positions – not at all uncommon – and another City Administrator predecessor was terminated. They are “at-will” employees.

Hope this additional information is helpful, and thanks again for the exit interview recommendation, Jane

From: Lumm, Jane
Sent: Wednesday, February 19, 2020 4:59 PM
To: Bannister, Anne <ABannister@a2gov.org>; Peter Houk [REDACTED]
Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: RE: Transparency and communication

Thank you, Anne, and Peter,

Anne, your understanding is correct. And, all employees are provided, and I believed encouraged, to provide exit interviews. Our track record on conducting exit interviews has not been very good, however, and, in fact, when I have requested seeing an exit interview (one in particular that I tried to track down was referenced in an upward evaluation, and I was interested because the employee recommended council read the exit interview), I was told it did not exist. So, my take is, it’s entirely voluntary, and exit interviews may/not be shared – just guessing, but probably depends on the interviewee and the requestor.

Think, as well, Mr. Lazarus’ comments are, likely, the closest we’ll come to a public exit statement.

Thanks, as well, for your feedback, Jane

From: Bannister, Anne <ABannister@a2gov.org>
Sent: Wednesday, February 19, 2020 3:27 PM
To: Peter Houk <[REDACTED]>

Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Subject: Re: Transparency and communication

Dear Peter Houk,

My understanding is that the separation agreement was prepared by attorneys from both sides and the language was mutually agreed upon. I believe that Mr. Lazarus's comments at the beginning of the meeting, about purpose, meaning, respect, and joy in public service, may be as close as we will come to an exit interview.

Going forward, I'm confident the momentum will continue on climate action, the plume, and all the projects we've been working on. We are moving in a positive direction.

Thanks for sharing your input,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Peter Houk <[REDACTED]>
Sent: Wednesday, February 19, 2020 2:52 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Transparency and communication

Jack, Kathy, Anne. I am having difficulty understanding your support of the City Administrator's separation agreement in light of your recent sponsorship of a resolution on improved communications (text below). The separation agreement is at odds with the resolution's stated goal of improved transparency because it precludes honest and open communication about the current state of the working relationship of our city leadership and staff.

You can fix this logical incongruity with a resolution that releases Mr. Lazarus from that portion of his separation agreement and asks him to participate in an exit interview. Something is going wrong when Ann Arbor can't retain excellent people like Mr. Lazarus. Whatever that problem may be, it's not likely to be fixed without transparency and honest dialogue.

Sincerely,

From the separation agreement:

10. Employee agrees not to institute, aid, or participate in any proceeding against or involving the City on behalf of any person or entity, unless subpoenaed. Furthermore, Employee agrees that he will neither take nor encourage any action that disparages the City or that in any way reflects negatively on the City's business operations or management. Likewise, the City agrees not to disparage the Employee in any way or make any statements, whether written or oral, that reflect negatively on the Employee.

From the original draft of the resolution on city council communication.

Title

Resolution for City Council Communications

Body

Whereas, Council declared a Climate Emergency with an ambitious target date of 2030, thus we need to optimize our decision-making and communication practices to increase the probability of achieving this aggressive target; and

Whereas, All city documents are public and available under the Freedom of Information Act, with few exceptions. Examples include, but are not limited to, those governed by attorney-client privilege and real-estate negotiations;

RESOLVED, That Council strive to improve its effectiveness by focusing on three components of excellent governmental communications:

Collaboration

- For example, a City Council member(s) will be copied on any city email containing the Council member's name in the email or attachment.*
- For example, on issues of general interest, City staff will copy all of Council (if needed, IT will develop an opt-out solution) on any email to a Council member. Rational: Council members are restricted to emailing to a sub-quorum under the Open Meetings Act. However, staff may communicate with all Council members without violating the OMA.*

Information that is accurate, complete and timely

- *For example, City staff and Council members will continue to strive to make accurate statements and publicly correct inaccurate and incomplete statements as soon as practical.*
- *For example, Council and staff will strive to make statements supported by data and, where possible, identify the source of the data.*

Transparency

- *For example, a master calendar of events Council is invited to, as well as, staff/constituent meetings, identified by ward, will be maintained by staff and shared with Council.*
- *For example, responses to the agenda will indicate authorship specific to each question.*

Sponsored by: Councilmembers Griswold, Eaton, and Bannister

From: [Charlene Eagle](#)
To: [Bannister, Anne](#)
Subject: Lazurus termination
Date: Wednesday, February 19, 2020 5:24:17 PM

Dear Ms Bannister,

In your campaign for City Council, you stated that you want "to help people understand the decisions that are being made that affect us, without having to decipher" and yet here I am trying to understand why you and other City Council members voted to terminate Howard Lazurus. I see that he's been terminated "without cause". That was a costly decision. What am I getting for my money, what is gained from terminating Mr. Lazurus? Why now? (when the city leadership is in transition already) and why do I have to ask these questions, why isn't this information public knowledge!

I need my representative to respect all who serve the City of Ann Arbor and to work FOR the citizens and the City of Ann Arbor. There needs to be more cooperation and compromise and less divisive, dysfunctional and destructive behavior within City Council.

I'm not happy about the decision to terminate, and even more frustrated that I just learned of the plan yesterday. I hope that you can see that now more than ever, the entire City Council needs to find ways to work together effectively and with more transparency for the citizens going forward.

Sincerely,
Charlene Eagle



From: [Ramlawi, Ali](#)
To: [Nicole B-D](#)
Subject: Re: Constituent disagrees with your voting to fire Lazarus
Date: Wednesday, February 19, 2020 5:51:44 PM

Nicole.

I appreciate the respect you convey with your dissatisfaction With my vote on Mr. Lazarus's employment as our city administrator.

I doubt the opportunity will arise to reconsider the vote from last night but I am optimistic about the future of Ann Arbor with a new city administrator.

Respectfully
CM Ramlawi

Sent from my iPad

> On Feb 19, 2020, at 5:11 PM, Nicole B-D [REDACTED] > wrote:

>

>

> Dear Mr. Ramlawi,

>

> I am one of your constituents in Ward 5 and I wanted to express my displeasure and disagreement with your voting to fire city administrator Howard Lazarus. I started following A2 council meetings last year and have found Mr. Lazarus to be an asset to the community. I think it's terrible that he's being let go. I hope you will reconsider if the opportunity to do so arises.

>

> Thank you,

> Nicole Dethmers

From: [Ramlawi, Ali](#)
To: [Jenn AnnArbor](#)
Subject: Re: Last night's vote
Date: Wednesday, February 19, 2020 5:55:35 PM

Jenn.

Thanks for reaching out. Do you have a number and a good time for a call to discuss the termination of Mr. Lazarus?

My number is [REDACTED]

Warm regards

Ali

Sent from my iPad

> On Feb 19, 2020, at 2:27 PM, Jenn AnnArbor [REDACTED] > wrote:

>

>

> Dear Ramlawi,

>

> I am writing as a concerned citizen of the ward you represent. The vote to terminate our city administrator came a shock, both in the results as well as the process. I only became aware of it upon my return from vacation last night, and do not recall any well-communicated information shared prior to leaving on Friday, 2/14. Since your vote was on my behalf and transparency in representation is more important than ever, can you please provide some background and details as to why you came to the decision you did, including what steps you've personally taken to discuss possible ways to find common ground with Mr. Lazarus before coming to such an extreme decision? I'd also be interested in hearing what you see as important in identifying the next administrator for a more successful partnership. Your response will definitely factor into who receives my votes and support in the community going forward.

>

> I look forward to hearing from you.

>

> Many thanks,

> Jennifer Edwards

> Ward 5-4

>

>

From: [LOYER, JOSHUA](#)
To: jaeaton@a2gov.org; [Nelson, Elizabeth](#)
Subject: Concerned Voter
Date: Wednesday, February 19, 2020 6:12:51 PM

Good evening Jack and Elizabeth

Josh Loyer here from Weldon Blvd. I am writing with concern as to the recent events surrounding the firing of City Administrator Howard Lazarus. I have read the mayor's statement regarding the council's decision to fire Lazarus, and I must admit Mr. Taylor makes a compelling case for why Mr. Lazarus should still have his job.

I would like to give you both an opportunity to explain your rationale for voting to terminate Mr. Lazarus' from his current position as city administrator. I understand that there are two sides to every story and the mayor has clearly stated his opposition to this decision, I would appreciate hearing from you both as to your decision to terminate.

Sincerely concerned and alarmed,

Josh Loyer

--

Joshua Loyer
Forsythe Middle School
Special Education Teacher
(734) 994-1987 ext. 32405

"The computer can't tell you the emotional story. It can give you the exact mathematical design, but what's missing is the eyebrows." -Frank Zappa

THE INFORMATION PROVIDED IN THIS E-MAIL OR ATTACHMENT IS INTENDED ONLY FOR THE USE OF THE INDIVIDUAL TO WHICH IT IS ADDRESSED AND MAY CONTAIN INFORMATION THAT IS PRIVILEGED AND CONFIDENTIAL. IF THE READER OF THIS MESSAGE IS NOT THE INTENDED RECIPIENT YOU ARE HEREBY NOTIFIED THAT ANY DISSEMINATION, DISTRIBUTION OR COPYING OF THIS COMMUNICATION IS PROHIBITED (INCLUDING ATTACHMENTS). IF YOU HAVE RECEIVED THIS E-MAIL IN ERROR, PLEASE PROMPTLY NOTIFY THE SENDER BY E-MAIL REPLY.

From: [Karen Siegel](#)
To: ali@voteali.org; [Ramlawi, Ali](#)
Subject: Explain yourself
Date: Wednesday, February 19, 2020 6:13:41 PM

Dear Ali,

I am at a loss to understand why you voted to remove a highly skilled, competent person from public service without cause.

It is Insulting and embarrassing to our community that personal differences of opinion would be reason to fire a person of the caliber of Mr. Lazarus. The fact that the taxpayers are now going to have to pay for this is, as Jeff said, outrageous.

I have no patience for vengeful, petty attacks that are too familiar in national politics. But it is beyond unacceptable to see such behavior in our city or in the Democratic Party.

Please provide an explanation for your vote to fire our city attorney without cause.

Sincerely,

Karen Siegel

Sent from my iPhone. Please, forgive typos.

From: [LOYER, JOSHUA](#)
To: [Eaton, Jack](#); [Nelson, Elizabeth](#)
Subject: Re: Concerned Voter
Date: Wednesday, February 19, 2020 6:15:01 PM

Good evening Jack and Elizabeth

Josh Loyer here from Weldon Blvd. I am writing with concern as to the recent events surrounding the firing of City Administrator Howard Lazarus. I have read the mayor's statement regarding the council's decision to fire Lazarus, and I must admit Mr. Taylor makes a compelling case for why Mr. Lazarus should still have his job.

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Sincerely concerned and alarmed,

Josh Loyer

On Wed, Feb 19, 2020 at 6:12 PM LOYER, JOSHUA <loyer@aaps.k12.mi.us> wrote:

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From: [Karen Siegel](#)
To: ali@voteali.org; [Ramlawi, Ali](#)
Subject: Re: Explain yourself
Date: Wednesday, February 19, 2020 6:16:06 PM

You do not to reply personally, if you will be making a public comment.

Sent from my iPhone. Please, forgive typos.

> On Feb 19, 2020, at 6:13 PM, Karen Siegel [REDACTED] > wrote:

>

>

> Dear Ali,

>

> I am at a loss to understand why you voted to remove a highly skilled, competent person from public service without cause.

>

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>

> Please provide an explanation for your vote to fire our city attorney without cause.

>

> Sincerely,

>

> Karen Siegel

>

>

>

> Sent from my iPhone. Please, forgive typos.

From: [Smith, Chip](#)
To: [clark mccall](#)
Subject: Re: Resolution to terminate City Administrator - please vote no
Date: Wednesday, February 19, 2020 6:25:18 PM

Thank you Clark!

Sent from my iPhone

On Feb 19, 2020, at 4:45 PM, clark mccall <[REDACTED]> wrote:

Thanks, Chip.

I think and hope this whole affair has laid bear the situation for voters and will lead to a more productive lineup of council people after the election.

I'll bet you thought the job of council person would be kind of fun once upon a time. This environment seems kind of miserable.

We appreciate the work you are doing under difficult circumstances.

On Tue, Feb 18, 2020 at 11:53 PM Smith, Chip <ChSmith@a2gov.org> wrote:

Clark,

Here's the joint statement CMs Ackerman, Grand and I just released.

February 18, 2020

To the residents of Ann Arbor,

We are so fortunate to represent the people of the 3rd and 5th Wards on Ann Arbor City Council. Each day, we wake up in a city that provides an outstanding quality of life, delivers good services, and is a leader in working toward carbon neutrality. We rest easily knowing that the skilled public servants at City Hall work diligently to ensure that our kids get to and from school safely, that we have safe drinking water, and that we're working to fix our roads, stretching every last penny to maximize what we can do.

Friends, all of these efforts are managed by our City Administrator,

Howard Lazarus. He is responsible for leading a complex organization comprised of more than 40 departments and a total annual budget of over \$400 million. On February 18, after a series of clandestine meetings to generate seven votes from City Council, our colleagues Jack Eaton, Jane Lumm, Elizabeth Nelson, Jeff Hayner, Anne Bannister, Kathy Griswold, and Ali Ramlawi voted to terminate the employment of Mr. Lazarus *without cause*. In doing so, they trigger the severance clause in his contract paying him handsomely to leave our community.

Put simply, the City Council majority didn't like Mr. Lazarus. They didn't like that he pushed back when they pressured him to ignore city policy established through legislation passed in years prior. They didn't like that he reminded them that their role is to set policy, not to micromanage and publicly berate public servants. They especially didn't like him because, under their constant threats of termination encouraged by outside political influencers, he maintained his integrity and steadfastly followed the rules. This is exactly what any community wants in a City Administrator. And now our residents are paying \$275,000 for Mr. Lazarus to not work. This decision damages our community, flies in the face of our values, and takes valuable resources away from important priorities.

We're writing this letter today not because we want to, but because it is our responsibility to blow the whistle on the dysfunction of the current City Council. You see, this pressure campaign on Mr. Lazarus and his staff has gone on outside of the spotlight of City Council meetings. In the conference rooms and private offices of City Hall, these threats were real, expressed freely to Mr. Lazarus, and purposely shared in front of his staff. It was important to these council members that staff know the Council majority didn't support their boss. This is not what Ann Arbor expects of their elected leaders. In fact, it's not leadership at all.

Why does this matter? This backroom dealing violates every principle of transparency that we have worked so hard to foster over the years. Ironically, council members who campaigned on improved transparency and public input worked through secretive channels to remove the City Administrator without cause. This absence of public discussion - about timing, circumstances, and cost - is irresponsible governance and cowardly leadership. Paying our top appointed official \$275,000 to leave without public input is an egregious violation of public trust and a corruption of

process.

Clandestine scheming is routine behavior for this Council majority. Last fall, we learned that several members of the Council majority engaged in off-line email deliberations with unelected political influencers on a number of issues, most alarmingly a discussion of how to replace yet another senior public servant, the City Attorney. When a Freedom of Information Act (FOIA) request was filed to get copies of these emails, which are public under state transparency law, two of these council members refused to turn over the emails and another alleged that the emails were “lost”. The District Court even had to step in and ultimately compelled the council members to disclose these emails. Without intervention from the courts, this detailed plan to replace a dedicated professional with a “new puppy” that could be trained to “your style” would have remained secret. This repeated willingness to break and ignore rules that are politically inconvenient continues to place the city at risk.

The decision to terminate Mr. Lazarus’ contract confirms a pattern of inept leadership. We are currently in the middle of several crucial initiatives that have been spearheaded by Mr. Lazarus, with our annual budget preparation and the negotiations with Gelman over the cleanup of the Dioxane plume leading the list. Mr. Lazarus has worked with City Council to implement priority based budgeting, a process that actively engages the public to determine how discretionary dollars are spent. In fact, he’s been the champion for this approach specifically because it promotes inclusivity and transparency. Mr. Lazarus’ removal from this process by the Council majority leaves this transition in limbo and makes it even more challenging than usual to complete our \$400 million budget responsibly. Mr. Lazarus also brings decades of experience working on Superfund sites to clean up groundwater contamination. Instead of taking advantage of his expertise and experience to resolve the Gelman situation, this majority has decided, as has been the case with countless other issues, that they know best when in fact they clearly do not.

The City Manager form of government took hold as a reaction against the corrupt political spoils systems of the late 19th and early 20th century. To combat replacing all key staff with incompetent political allies, city managers and the civil service system evolved to make sure cities were run

effectively, efficiently, ethically, and professionally. Ann Arbor has a proud history of a Council-Manager form of government, one that has served us well and for a long time. Removing a City Administrator without cause is nothing more than political retribution that we would expect to see while studying a corrupt Tammany Hall style government from the last century. This action reeks of this bygone politics and is certainly not what residents expect of their City Council representatives.

Finally, there's the simple fact that if this Council majority wanted to change city policies they dislike, there's a mechanism to do that - passing new resolutions and ordinances. By passing a resolution that repeals a previous policy, the City Administrator would have direction to follow the new policy. In the 15 months this dysfunctional group has been in the majority, they have been unable to move any legislation changing city policies. Why? If the ideas they put forth can't get broad support, they are unable to change adopted policies. So instead of working harder and more collaboratively to try and achieve their policy goals, they decided to terminate Mr. Lazarus without cause, which will certainly not accomplish any of their goals.

This action is unjust, it is unprofessional, and fundamentally it is un-Ann Arbor. But, this action is also financially wasteful. It's not lost on us that this Council majority is willing to spend freely to terminate Mr. Lazarus. Similarly, we expect that they will continue to hire consultant after consultant in the hope that expensive reports will arrive at conclusions that agree with their personal opinions. They have already done this on two occasions, expending nearly \$100,000 on redundant consulting contracts because they did not like the original advice. If financial discipline is their mantra, we've yet to see any from this penny foolish and pound foolish Council majority.

Ultimately, elections do matter. Removing the City Administrator without cause, throwing away his skills when they are needed most, and using your money to pay him to leave is offensive to our most fundamental values. The Ann Arbor we represent believes in and expects transparency. The Ann Arbor we represent respects professionalism and expertise. The Ann Arbor we represent continues to hold integrity and character as core community values. We will continue to fight for these values and daylight any attempts by the Council majority to further damage our city.

Your neighbors,

Zachary Ackerman

City Council, Ward
3

Julie Grand

City Council,
Ward 3

Chip Smith

City Council,
Ward 5

Chip Smith

Ann Arbor City Council - Ward 5

734-709-2022

Emails sent and received by me as a Council member regarding Ann Arbor City matters are generally subject to disclosure under the Freedom of Information Act (FOIA).

From: clark mccall <[REDACTED]>

Sent: Tuesday, February 18, 2020 2:26 PM

To: CityCouncil <CityCouncil@a2gov.org>

Subject: Resolution to terminate City Administrator - please vote no

Dear Council,

I think it is a very misguided idea to consider removing the city administrator. There is much challenging work underway in the city at the current time and Mr. Lazarus has been managing this well. I think it would be difficult to find a

candidate willing to come in to the present somewhat contentious environment.

This is a very important position and a very important decision and at the least should have some time for discussion.

I urge you to vote no on the resolution to terminate our city administrator.

Clark McCall

Ward 2

From: [Peter Houk](#)
To: [Lumm, Jane](#); [CityCouncil](#)
Cc: [Bannister, Anne](#); [Eaton, Jack](#); [Griswold, Kathy](#); [Hayner, Jeff](#)
Subject: Re: Transparency and communication
Date: Wednesday, February 19, 2020 6:26:19 PM

Thank you, Jane and Anne for your responses.

Anne, Kathy, Jack. I want you to pursue transparency on the topic of this transition with the same zeal you demonstrated when pursuing transparency for staff meeting calendars and staff emails that contain the names of council members (Resolution for City Council Communications, version 1).

What this would have looked like last night: you would have voted against the deal that was negotiated by the lawyers and demanded one that allowed transparency and open, honest dialogue about what your council should do differently to prevent a similar failure with Howard's replacement. Your rationale that you approved this agreement, with the non-disparagement clause, because it is what Howard wanted does not make sense. He is, after all, the person you are firing.

What this looks like today: now that the agreement is signed, your only path to real transparency is to unilaterally release Howard from his portion of the non-disparagement clause and then ask him to share with your constituents just what, exactly, is going on here.

If you do not make a good faith, public effort to understand and fix the underlying issue before you try to hire Howard's replacement, no rational, qualified person will apply.

Sincerely,

Peter Houk

On Wed, Feb 19, 2020 at 5:20 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks again for your input, Peter.

And, in terms of the retention of Mr. Lazarus, will just share thaMr. Lazarus applied for the Austin, TX City Mgr. job when he was approaching a yr. into his tenure as AA City Administrator. Had he been offered that position, he would have submitted his resignation. In July of last year, Mr. Lazarus applied for the Gainesville, FL City Mgr. position. Again, he was not offered the position. When Mr. Lazarus applied for the Austin job and was rejected, he stated that he wanted to remain in AA. In his Gainesville application, he indicated that with the 2018 election, it would be difficult for him to serve with the new council. That was the reason he cited at the time for wanting to “depart Ann Arbor.”

All of Mr. Lazarus’ four predecessors resigned to take other positions – not at all uncommon – and another City Administrator predecessor was terminated. They are “at-will” employees.

Hope this additional information is helpful, and thanks again for the exit interview recommendation, Jane

From: Lumm, Jane

Sent: Wednesday, February 19, 2020 4:59 PM

To: Bannister, Anne <ABannister@a2gov.org>; Peter Houk <[REDACTED]>

Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Subject: RE: Transparency and communication

Thank you, Anne, and Peter,

Anne, your understanding is correct. And, all employees are provided, and I believed encouraged, to provide exit interviews. Our track record on conducting exit interviews has not been very good, however, and, in fact, when I have requested seeing an exit interview (one in particular that I tried to track down was referenced in an upward evaluation, and I was interested because the employee recommended council read the exit interview), I was told it did not exist. So, my take is, it's entirely voluntary, and exit interviews may/not be shared – just guessing, but probably depends on the interviewee and the requestor.

Think, as well, Mr. Lazarus' comments are, likely, the closest we'll come to a public exit statement.

Thanks, as well, for your feedback, Jane

From: Bannister, Anne <ABannister@a2gov.org>

Sent: Wednesday, February 19, 2020 3:27 PM

To: Peter Houk <[REDACTED]>

Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Subject: Re: Transparency and communication

Dear Peter Houk,

My understanding is that the separation agreement was prepared by attorneys from both sides and the language was mutually agreed upon. I believe that Mr. Lazarus's comments at the beginning of the meeting, about purpose, meaning, respect, and joy in public service, may be as close as we will come to an exit interview.

Going forward, I'm confident the momentum will continue on climate action, the plume, and all the projects we've been working on. We are moving in a positive direction.

Thanks for sharing your input,

Anne

Anne Bannister

Ward One Councilmember

cell: 734-945-1639

abannister@a2gov.org

Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Peter Houk <[REDACTED]>
Sent: Wednesday, February 19, 2020 2:52 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Transparency and communication

Jack, Kathy, Anne. I am having difficulty understanding your support of the City Administrator's separation agreement in light of your recent sponsorship of a resolution on improved communications (text below). The separation agreement is at odds with the resolution's stated goal of improved transparency because it precludes honest and open communication about the current state of the working relationship of our city leadership and staff.

You can fix this logical incongruity with a resolution that releases Mr. Lazarus from that portion of his separation agreement and asks him to participate in an exit interview. Something is going wrong when Ann Arbor can't retain excellent people like Mr. Lazarus. Whatever that problem may be, it's not likely to be fixed without transparency and honest dialogue.

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Peter Houk



From the separation agreement:

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Resolution for City Council Communications

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- *For example, a City Council member(s) will be copied on any city email containing the Council member's name in the email or attachment.*
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Transparency

- *For example, a master calendar of events Council is invited to, as well as, staff/constituent meetings, identified by ward, will be maintained by*

staff and shared with Council.

- *For example, responses to the agenda will indicate authorship specific to each question.*

Sponsored by: Councilmembers Griswold, Eaton, and Bannister

From: [Grand, Julie](#)
To: [Peter Houk](#)
Subject: Re: Transparency and communication
Date: Wednesday, February 19, 2020 6:27:34 PM

Thank you for sharing, Peter.

From: Peter Houk <[REDACTED]>
Sent: Wednesday, February 19, 2020 6:26 PM
To: Lumm, Jane <JLumm@a2gov.org>; CityCouncil <CityCouncil@a2gov.org>
Cc: Bannister, Anne <ABannister@a2gov.org>; Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
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Peter Houk

On Wed, Feb 19, 2020 at 5:20 PM Lumm, Jane <JLumm@a2gov.org> wrote:

Thanks again for your input, Peter.

And, in terms of the retention of Mr. Lazarus, will just share thaMr. Lazarus applied for the Austin, TX City Mgr. job when he was approaching a yr. into his tenure as AA City Administrator. Had he been offered that position, he would have submitted his resignation. In July of last year, Mr. Lazarus applied for the Gainesville, FL City Mgr. position. Again, he was not offered the position. When Mr. Lazarus applied for the Austin job and was rejected, he stated that he wanted to remain in AA. In his Gainesville application, he indicated that with the 2018 election, it would be difficult for him to serve with the new council. That was the reason he cited at the time for wanting to

“depart Ann Arbor.”

All of Mr. Lazarus’ four predecessors resigned to take other positions – not at all uncommon – and another City Administrator predecessor was terminated. They are “at-will” employees.

Hope this additional information is helpful, and thanks again for the exit interview recommendation, Jane

From: Lumm, Jane

Sent: Wednesday, February 19, 2020 4:59 PM

To: Bannister, Anne <ABannister@a2gov.org>; Peter Houk <[REDACTED]>

Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Subject: RE: Transparency and communication

Thank you, Anne, and Peter,

Anne, your understanding is correct. And, all employees are provided, and I believed encouraged, to provide exit interviews. Our track record on conducting exit interviews has not been very good, however, and, in fact, when I have requested seeing an exit interview (one in particular that I tried to track down was referenced in an upward evaluation, and I was interested because the employee recommended council read the exit interview), I was told it did not exist. So, my take is, it’s entirely voluntary, and exit interviews may/not be shared – just guessing, but probably depends on the interviewee and the requestor.

Think, as well, Mr. Lazarus’ comments are, likely, the closest we’ll come to a public exit statement.

Thanks, as well, for your feedback, Jane

From: Bannister, Anne <ABannister@a2gov.org>

Sent: Wednesday, February 19, 2020 3:27 PM

To: Peter Houk <[REDACTED]>

Cc: Eaton, Jack <JEaton@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>

Subject: Re: Transparency and communication

Dear Peter Houk,

My understanding is that the separation agreement was prepared by attorneys from both sides and the language was mutually agreed upon. I believe that Mr. Lazarus's comments at the beginning of the meeting, about purpose, meaning, respect, and joy in public service, may be as close as we will come to an exit interview.

Going forward, I'm confident the momentum will continue on climate action, the plume, and all the projects we've been working on. We are moving in a positive direction.

Thanks for sharing your input,
Anne

Anne Bannister
Ward One Councilmember
cell: 734-945-1639
abannister@a2gov.org
Term Nov. 2017 - Nov. 2020

Messages to and from me regarding City matters are subject to disclosure under the Michigan Freedom of Information Act (FOIA) without regard to what email account they are sent or received.

Follow me on FaceBook: <https://www.facebook.com/CM-Anne-Bannister-Ann-Arbor-City-Council-Ward-1-1914518828781967/>

From: Peter Houk <[REDACTED]>
Sent: Wednesday, February 19, 2020 2:52 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Transparency and communication

Jack, Kathy, Anne. I am having difficulty understanding your support of the City Administrator's separation agreement in light of your recent sponsorship of a resolution on improved communications (text below). The separation agreement is at odds with the resolution's stated goal of improved transparency because it precludes honest and open communication about the current state of the working relationship of our city leadership and staff.

You can fix this logical incongruity with a resolution that releases Mr. Lazarus from that portion of his separation agreement and asks him to participate in an exit interview. Something is going wrong when Ann Arbor can't retain excellent people like Mr. Lazarus. Whatever that problem may be, it's not likely to be fixed without transparency and honest dialogue.

Sincerely,

Peter Houk
[REDACTED]

From the separation agreement:

10. Employee agrees not to institute, aid, or participate in any proceeding against or involving the City on behalf of any person or entity, unless subpoenaed. Furthermore, Employee agrees that he will neither take nor encourage any action that disparages the City or that in any way reflects negatively on the City's business operations or management. Likewise, the City agrees not to disparage the Employee in any way or make any statements, whether written or oral, that reflect negatively on the Employee.

From the original draft of the resolution on city council communication.

Title

Resolution for City Council Communications

Body

Whereas, Council declared a Climate Emergency with an ambitious target date of 2030, thus we need to optimize our decision-making and communication practices to increase the probability of achieving this aggressive target; and

Whereas, All city documents are public and available under the Freedom of Information Act, with few exceptions. Examples include, but are not limited to, those governed by attorney-client privilege and real-estate negotiations;

RESOLVED, That Council strive to improve its effectiveness by focusing on three components of excellent governmental communications:

Collaboration

- *For example, a City Council member(s) will be copied on any city email containing the Council member's name in the email or attachment.*
- *For example, on issues of general interest, City staff will copy all of Council (if needed, IT will develop an opt-out solution) on any email to a Council member. Rational: Council members are restricted to emailing to a sub-quorum under the Open Meetings Act. However, staff may communicate with all Council members without violating the OMA.*

Information that is accurate, complete and timely

- *For example, City staff and Council members will continue to strive to make accurate statements and publicly correct inaccurate and incomplete statements as soon as practical.*
- *For example, Council and staff will strive to make statements supported by data and, where possible, identify the source of the data.*

Transparency

- *For example, a master calendar of events Council is invited to, as well as, staff/constituent meetings, identified by ward, will be maintained by staff and shared with Council.*
- *For example, responses to the agenda will indicate authorship specific to each question.*

Sponsored by: Councilmembers Griswold, Eaton, and Bannister

From: [Grand, Julie](#)
To: [Hayner, Jeff](#)
Subject: Re: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Wednesday, February 19, 2020 6:32:52 PM

Hi Jeff,

Thank you for this explanation. While I clearly felt it was important to be a clear "No" in this important decision, I appreciate your perspective.

Best,
Julie

From: Hayner, Jeff <JHayner@a2gov.org>
Sent: Wednesday, February 19, 2020 12:06 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>
Subject: Reconsideration of DC-8 - Privileged Personnel Matters

Dear Council Colleagues,

As a voter on the prevailing side of DC-8 I am exercising my right to call for reconsideration of DC-8, Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus. I know that this will likely not change the outcome of the vote, but I feel that the process was lacking in clarity, and that the discussion surrounding the reasons behind the creation of this separation agreement was, perhaps necessarily, brief and unsatisfying. At the very least we owe the residents and city staff the opportunity to comment on this decision that affects all of us.

Sincerely,

Jeff Hayner
Ward 1 City Council

P.S. The above letter was written immediately following the roll-call vote, and my intention was shared with some of you, and with our parliamentarian. The fact that the deed was done before it even reached my seat does not sit well with me; such are the vagaries of the rotation. I have been told that reconsideration is not possible without a set of approvals and other contractual doings which are not likely to occur. Still, I feel it is my responsibility to request such a reconsideration, if for no other reason than the actions taken tonight put many of our projects and goals in jeopardy. I'm very unhappy with this decision, the timing of this resolution (immediately prior to our budget cycle, our evaluation process, and the receipt of the modified Consent Agreement from Gelman), and the seeming lack of cause. I recognize that I was not privy to all the meetings and negotiations as those were done in the Administration Committee, and so I might not have all the facts before me. It just feels wrong. I urge one of you to join me in this reconsideration, and afterwards help me develop a

plan for improving our personal and joint working relationships with the City Administrator. If the only change is that we vote again and I get to say “No”, so be it.

From: [Lazarus, Howard](#)
To: [Lisa Barry](#)
Subject: RE: WEMU interview
Date: Wednesday, February 19, 2020 7:28:00 PM

Ms. Barry:

My apologies for missing your e-mail. My schedule is a bit hectic over the next few days, and this matter will probably become less timely. Please note I have been privileged to serve as the City Administrator for the past 44 months, and hope that my contributions have been meaningful. The City is fortunate to have an exceptional staff, and as a resident Ann Arborite I have confidence that they will continue to make wonderful things happen.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
hlazarus@a2gov.org
www.a2gov.org

From: Lisa Barry <lbarryma@emich.edu>
Sent: Wednesday, February 19, 2020 12:28 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: WEMU interview

Hello,

Checking in to see if you would record an interview with me to share with WEMU listeners? I think community members would like to hear what you're thinking today, and I can guarantee you a safe and fair conversation.

Let me know

Take Care,
Lisa Barry

From: [Ed Saunders](#)
To: [Bannister, Anne](#); [Hayner, Jeff](#)
Cc: [Ed Saunders](#)
Subject: Reverse vote to fire the City Manager
Date: Wednesday, February 19, 2020 8:29:14 PM

Anne and Jeff,

I am on vacation in Mexico until 2/29, so am just now getting word of your action to fire Howard Lazarus WITHOUT CAUSE.

Good God, is this really your idea of how best to set Ann Arbor policy and achieve our urgent priorities? This certainly does not represent my desires as your constituent, nor those of any First Ward neighbors I have discussed this with.

If Mr. Lazarus had committed such grievous offenses to justify this draconian action, why is it being done with stealth and without cause? Something smells very fishy here.

At a time when you should be especially focussed on the wise use of funds to address the City's myriad problems and aspirations, I find it appalling to waste \$275k severance and abruptly render the City staff leaderless.

For an action this drastic, I would have expected a deliberate constituent education and feedback campaign outlining your reasoning and convincing the Ward that this is best and only course of action.

Frankly, I am stunned. This is not the way I want my City Council representation to work for me.

Please do all you can to rescind this vote immediately.

I look forward to hearing your comments.

Ed Saunders


From: [Jimena Loveluck](#)
To: [Lumm, Jane](#)
Subject: Requesting Information
Date: Wednesday, February 19, 2020 9:19:39 PM

Hi Council Member Lumm,

As your constituent in the 2nd Ward, I would like to understand your rationale for voting to fire the Ann Arbor City Administrator, Howard Lazarus. I look forward to your response. Thank you.

Jimena Loveluck

Sent from my iPhone

From: [Petersen, Sally](#)
To: [Crawford, Tom](#)
Cc: [Higgins, Sara](#); [Lazarus, Howard](#)
Subject: Re: About Last Night...
Date: Wednesday, February 19, 2020 10:06:02 PM

Thanks Tom,

Whats your availability March Fourth? Sounds like a good day to meet.

Thanks again,

Sally

From: Crawford, Tom <TCrawford@a2gov.org>
Sent: Wednesday, February 19, 2020 5:00 PM
To: Petersen, Sally <SPetersen@a2gov.org>
Cc: Higgins, Sara <SHiggins@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: RE: About Last Night...

Sally,

Hey. Regarding the interim, Council would need to decide that prior to March 1st. I'm assuming I'm a strong possibility but we'd need to go through the process.

I'd be happy to meet early March to learn about what you're doing and figure out next steps. We can put it on the calendar just in case. Please share what your availability is.

Thanks,
Tom Crawford



Tom Crawford, Chief Financial Officer

City of Ann Arbor | Guy C. Larcom City Hall | 301 E. Huron, 5th Floor · Ann Arbor · MI · 48104

734.794.6511 | Internal Extension 45100

tcrawford@a2gov.org | www.a2gov.org

From: Petersen, Sally <SPetersen@a2gov.org>
Sent: Wednesday, February 19, 2020 11:46 AM
To: Crawford, Tom <TCrawford@a2gov.org>
Cc: Higgins, Sara <SHiggins@a2gov.org>; Lazarus, Howard <HLazarus@a2gov.org>
Subject: About Last Night...

Hi Tom,

I have not heard about an official succession plan, is it correct to assume you will

become Interim City Administrator on March 1?

If so, could we meet sometime in early March to discuss your interest in upholding my contract with City as Economic Development Policy Advisor to the City Administrator? The contract is up for renewal in May. There are a few projects I'd like to see to fruition; Bandemer Park Improvements, reimagining North Main St as an industrial arts corridor, State and Eisenhower pedestrian improvements, and short term activation of the Library Lot.

For reference, I've attached my current volunteer agreement, statement of work, and accomplishments that were submitted in May 2019.

Please let me know your thoughts.

Thank you!

Sally

From: [Lisa Barry](#)
To: [Lazarus, Howard](#)
Subject: Re: WEMU interview
Date: Wednesday, February 19, 2020 10:27:20 PM

Thank you for taking the time to respond.
If you even had ten minutes to record an interview with me I would truly appreciate it.

I would like listeners to hear from you. I interviewed Mayor Taylor today and he spoke so highly of you! It would be nice if we could share a bit of you directly as well. I'm sure you're extremely busy! But again even 10 minutes of your time, tomorrow 2/20 would be very much appreciated.

Let me know,
Lisa

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Howard S. Lazarus

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[301 E Huron Street](#)

[Ann Arbor, MI 48104](#)

734-794-6110 x 41101

hlazarus@a2gov.org

www.a2gov.org

From: Lisa Barry <lbarryma@emich.edu>
Sent: Wednesday, February 19, 2020 12:28 PM
To: Lazarus, Howard <HLazarus@a2gov.org>
Subject: WEMU interview

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Let me know

Take Care,

Lisa Barry

--

Lisa Barry
Local Host of All Things Considered
89.1 WEMU

From: [Crawford, Tom](#)
To: [Petersen, Sally](#)
Cc: [Higgins, Sara](#); [Lazarus, Howard](#)
Subject: Re: About Last Night...
Date: Wednesday, February 19, 2020 10:44:11 PM

I can be available anytime after 9:30, except 11-12.

Thanks,
Tom

On Feb 19, 2020, at 10:06 PM, Petersen, Sally <SPetersen@a2gov.org> wrote:

Thanks Tom,

Whats your availability March Fourth? Sounds like a good day to meet.

Thanks again,

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<image001.jpg>

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Please let me know your thoughts.

Thank you!

Sally

From: [Lazarus, Howard](#)
To: [Lisa Barry](#)
Subject: Re: WEMU interview
Date: Wednesday, February 19, 2020 10:44:17 PM

If you have a time that works for you I will make it work for me.

Howard S Lazarus
Sent from my iPhone

On Feb 19, 2020, at 10:27 PM, Lisa Barry <lbarryma@emich.edu> wrote:

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Lisa Barry
Local Host of All Things Considered
89.1 WEMU

From: [Lisa Barry](#)
To: [Lazarus, Howard](#)
Subject: Re: WEMU interview
Date: Wednesday, February 19, 2020 10:56:58 PM

Would 12:15 work for you tomorrow?

On Wed, Feb 19, 2020 at 10:44 PM Lazarus, Howard <HLazarus@a2gov.org> wrote:
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Local Host of All Things Considered
89.1 WEMU

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Local Host of All Things Considered
89.1 WEMU

From: [Lazarus, Howard](#)
To: [Lisa Barry](#)
Subject: Re: WEMU interview
Date: Wednesday, February 19, 2020 11:46:18 PM

Can we do 2?

Howard S Lazarus
Sent from my iPhone

On Feb 19, 2020, at 10:56 PM, Lisa Barry <lbarryma@emich.edu> wrote:

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Lisa Barry
Local Host of All Things Considered
89.1 WEMU

--

Lisa Barry
Local Host of All Things Considered
89.1 WEMU

From: [Lisa Barry](#)
To: [Lazarus, Howard](#)
Subject: Re: WEMU interview
Date: Thursday, February 20, 2020 12:00:42 AM

I will do whatever works best for you!
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Thank you,
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89.1 WEMU

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--

Lisa Barry
Local Host of All Things Considered
89.1 WEMU

From: [David DeMuro](#)
To: [Lumm, Jane](#)
Subject: The most recent fiasco
Date: Thursday, February 20, 2020 1:24:02 AM

Firing a city administrator without just cause? Why? And wasting tax payer dollars in the process.

This kind of conduct is the antithesis of what I want from my council person.

Just go away and stop this nonsense.

David A. DeMuro



Ann Arbor, MI 48105

From: [Lazarus, Howard](#)
To: [Lisa Barry](#)
Subject: RE: WEMU interview
Date: Thursday, February 20, 2020 7:04:00 AM

Let's set 11, then. [REDACTED]

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
734-794-6110 x 41101
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City Administrator

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[301 E Huron Street](#)

[Ann Arbor, MI 48104](#)

734-794-6110 x 41101

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Subject: WEMU interview

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Date: Thursday, February 20, 2020 7:13:31 AM

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From: [Hayner, Jeff](#)
To: [Grand, Julie](#)
Subject: RE: Reconsideration of DC-8 - Privileged Personnel Matters
Date: Thursday, February 20, 2020 8:16:00 AM

Thank you for responding. I'm very dissatisfied with the way this happened and the results – I am always willing to work with people. I know we are now prevented from speaking about this but of course I had my own problems in my interactions with Howard, but I was willing, and trying to take responsibility for my role in that and improve it.

On another note, the Center of the City Task Force basically finished up last night, and I think that we put together a good group to deal with that complex subject. We are bringing forward 5 major recommendations, and providing a huge amount of background materials and public commentary/input on the project. The public outreach portion was very well done and reached a wide audience, and the suggestions and vision should enable City Council to act in the public good and honor the changes to the Charter.

Jeff Hayner

From: Grand, Julie <JGrand@a2gov.org>
Sent: Wednesday, February 19, 2020 6:33 PM
To: Hayner, Jeff <JHayner@a2gov.org>
Subject: Re: Reconsideration of DC-8 - Privileged Personnel Matters

Hi Jeff,

Thank you for this explanation. While I clearly felt it was important to be a clear "No" in this important decision, I appreciate your perspective.

Best,
Julie

From: Hayner, Jeff <JHayner@a2gov.org>
Sent: Wednesday, February 19, 2020 12:06 AM
To: CityCouncil <CityCouncil@a2gov.org>
Cc: Postema, Stephen <SPostema@a2gov.org>
Subject: Reconsideration of DC-8 - Privileged Personnel Matters

Dear Council Colleagues,

As a voter on the prevailing side of DC-8 I am exercising my right to call for reconsideration of DC-8, Resolution to Conclude the Employment Agreement with City Administrator Howard S. Lazarus. I know that this will likely not change the outcome of the vote, but I feel that the process was lacking in clarity, and that the discussion surrounding the reasons behind the creation of this separation agreement was, perhaps necessarily, brief and unsatisfying. At the very least we owe the residents

and city staff the opportunity to comment on this decision that effects all of us.

Sincerely,

Jeff Hayner
Ward 1 City Council

P.S. The above letter was written immediately following the roll-call vote, and my intention was shared with some of you, and with our parliamentarian. The fact that the deed was done before it even reached my seat does not sit well with me; such are the vagaries of the rotation. I have been told that reconsideration is not possible without a set of approvals and other contractual doings which are not likely to occur. Still, I feel it is my responsibility to request such a reconsideration, if for no other reason than the actions taken tonight put many of our projects and goals in jeopardy. I'm very unhappy with this decision, the timing of this resolution (immediately prior to our budget cycle, our evaluation process, and the receipt of the modified Consent Agreement from Gelman), and the seeming lack of cause. I recognize that I was not privy to all the meetings and negotiations as those were done in the Administration Committee, and so I might not have all the facts before me. It just feels wrong. I urge one of you to join me in this reconsideration, and afterwards help me develop a plan for improving our personal and joint working relationships with the City Administrator. If the only change is that we vote again and I get to say "No", so be it.

From: [Lazarus, Howard](#)
To: [Lisa Barry](#)
Subject: RE: WEMU interview
Date: Thursday, February 20, 2020 8:43:00 AM

Noon will work.

Howard S. Lazarus

City Administrator
City of Ann Arbor
301 E Huron Street
Ann Arbor, MI 48104
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From: [Lisa Barry](#)
To: [Lazarus, Howard](#)
Subject: Re: WEMU interview
Date: Thursday, February 20, 2020 8:45:25 AM

Perfect.
Thank you!!
Should I call you at your office?

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From: [Lazarus, Howard](#)
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Subject: RE: WEMU interview
Date: Thursday, February 20, 2020 8:46:00 AM

Mobile number – [REDACTED] is a direct call and probably better.

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From: [Evelyn Hollenshead](#)
To: [Ramlawi, Ali](#)
Subject: Re: Don't fire Lazarus!
Date: Thursday, February 20, 2020 9:33:58 AM

Dear Councilmember Ramlawi,

So you voted to fire him, against the wishes of many, many of your constituents. Now will you please provide the reason?

Thanks,
Evelyn Hollenshead

On Tue, Feb 18, 2020 at 5:36 PM Evelyn Hollenshead <[REDACTED]> wrote:

Dear Councilmember Ramlawi,

I'm writing to ask you to reconsider your decision to fire Howard Lazarus. I'm one of your constituents and find him to be an excellent administrator. I found your explanation in Mlive for why you would vote for this to be totally baffling. He's already been in the position for a few years so you have to fire him now? With only a few hours notice and no time to get public input? If there is something more serious going on, you should have the faith and honesty to let your constituents know. If that's not the case, then this looks like a petty power grab by Eaton and Lumm and I'm dishearten that you would go along with it.

Thanks,
Evelyn Hollenshead

From: [Kell Carnahan](#)
To: [CityCouncil](#)
Subject: Firing City Administrator Without Cause was Wrong
Date: Thursday, February 20, 2020 9:48:35 AM

Ann Arbor City Council,

I am livid that the City Administrator, an expert with years of experience in keeping our wonderful city running, was fired without cause. Taxpayers now have to pay over a quarter of a million dollars in severance to him, and we're in the middle of budget planning with no HR manager and no financial planner. This is unjust, nontransparent, unprofessional, and financially wasteful.

Undo this, if you can. This is wrong on so many levels that I am speechless.

Thank you,
Kelly Carnahan

From: [Ramlawi, Ali](#)
To: [Evelyn Hollenshead](#)
Subject: Re: Don't fire Lazarus!
Date: Thursday, February 20, 2020 10:05:32 AM

Evelyn.

In a nutshell...

The poor results of his annual job performance review by 7 council members and his strong desire to find employment elsewhere.

There are many other details I can't go into now.

Respectfully
CM Ramlawi

Sent from my iPad

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Thanks,
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From: [Ryan J Stanton](#)
To: [Hayner, Jeff](#)
Subject: reconsideration
Date: Thursday, February 20, 2020 10:22:42 AM

Jeff,

You mentioned the other night you were considering calling for reconsideration of the vote on the city administrator's firing but unsure if that was even possible at this point. Any update?

Ryan

From: [Hayner, Jeff](#)
To: [Kell Carnahan](#)
Subject: RE: Firing City Administrator Without Cause was Wrong
Date: Thursday, February 20, 2020 10:23:00 AM

Dear Ms. Carnahan,

Thank you for writing. I took the necessary steps to initiate reconsideration, by rule, but apparently this was based on a contractual mutual agreement and therefore I have no real ability on my own to reverse this decision. It is well within Councils authority to terminate employment of the City Administrator or the City Attorney at any time, with or without cause. I know that various news reports and social media posts are suggesting this was a one-sided ousting without cause but the situation is more complex than that. Part of the agreement forbids members of the council from speaking to the particulars, suffice to say I share your concerns. While my relationship with Mr. Lazarus was not always at times the best, nor did I always agree with his policy directions I was certainly able and willing to work with him, and found him to be a decent and professional administrator.

Sincerely,

Jeff Hayner
Ward 1 City Council

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Undo this, if you can. This is wrong on so many levels that I am speechless.

Thank you,
Kelly Carnahan

From: [Hayner, Jeff](#)
To: [Ryan J Stanton](#)
Subject: RE: reconsideration
Date: Thursday, February 20, 2020 10:38:00 AM

Ryan,

To partially answer your question I will share with you a typical response I am sending to the many, many people who are expressing their outrage over this event. I just replied to another person as below:

“Dear Ms. C(deleted),

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Ward 1 City Council

“

I sent an email to the City Council and City Attorney exercising my right to reconsideration as council rules allow, but was told that basically this was only subject to reconsideration if all parties agreed to do so, due to the separation agreement and some other contractual agreements. I have to defer to Mr. Postema who knows exactly why reconsideration is not likely to happen. Basically Mr. Lazarus would have to “unsign” the agreement, give back the severance money, and agree to reconsideration, along with a majority of City Council. I will confess sometimes things happen in ways that I do not fully understand so I may not articulate them properly.

Jeff Hayner
Ward 1 City Council

From: Ryan J Stanton <RStanton@mlive.com>
Sent: Thursday, February 20, 2020 10:23 AM
To: Hayner, Jeff <JHayner@a2gov.org>

Subject: reconsideration

Jeff,

You mentioned the other night you were considering calling for reconsideration of the vote on the city administrator's firing but unsure if that was even possible at this point. Any update?

Ryan

From: [J. Fisher](#)
To: [CityCouncil](#)
Subject: No confidence in you
Date: Thursday, February 20, 2020 10:47:54 AM

Dear city council members and mayor Taylor,
As a long time resident of Ann Arbor, long time public servant, and person concerned about public policy, I am both disappointed in you and horrified by your action to fire the city administrator without providing ANY credible explanation of your actions. I am speaking to both the majority who voted to take this action, and the minority who did not. Without any decent local news organization in town any more, it is impossible for regular citizens like me to get facts. So I don't have enough information on this case to know who's "right" about Lazarus' performance. But I do have enough information to know you are all wrong about how you conducted yourselves. You executed this decision without any public discussion or transparency. Furthermore whatever political motives are driving each of you individually clearly do not seem to reflect the best interest of the city or its citizens. The next election and opportunity to replace all of you cannot happen soon enough for me

From: [Scott Iekel-Johnson](#)
To: [Ramlawi, Ali](#)
Subject: Firing of City Manager
Date: Thursday, February 20, 2020 11:04:57 AM

Hi Ali,

I voted for you in the last election because I agreed with your views on managing development downtown (such as keeping tall buildings to the Huron corridor and not along Liberty and the more pedestrian and shopping heart of the downtown area). But I am very concerned with your vote to fire the City Manager. Concerns with the city manager should have been raised publicly, and the citizens of Ann Arbor should have had a chance to understand those concerns and respond to them both in an official public comment period at a City Council meeting, and in communication with their elected council representatives. It really seems like this whole situation played out in private outside of public view, and then was voted on at the last minute by a resolution that was only added to the agenda on a Tuesday and then voted on the following Thursday.

People might even agree with the council's reasoning for firing the city manager, but we can't do it if we don't know what the issues were! I think it is entirely unacceptable for this to have happened the way it did. And the fact that it was a firing without cause that will cost the city a quarter of a million dollars makes it even worse.

You owe it to your constituents to please publicly communicate your specific reasoning for your vote to fire Howard Lazarus, and please make sure that concerns about such prominent issues affecting the city are carried out in public rather than in private power plays that the citizens can't see or have a chance to express their opinions on.

This really calls into question my vote for you and my willingness to vote for you for a second term, no matter how much I may agree with your publicly stated positions on other issues.

Sincerely,

--

Scott Iekel-Johnson



From: [Taylor Pinson](#)
To: [Griswold, Kathy](#)
Subject: Seeking comment
Date: Thursday, February 20, 2020 12:50:34 PM

Hello,

89.1 WEMU is continuing its coverage of City Council's decision to remove Howard Lazarus as Ann Arbor's City Administrator, and we'd like to get your thoughts on the matter.

Are you available for comment?

We look forward to hearing back from you.

Sincerely,
Taylor Pinson
WEMU

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Sincerely,
Taylor Pinson
WEMU

From: [Taylor Pinson](#)
To: [Hayner, Jeff](#)
Subject: Seeking comment
Date: Thursday, February 20, 2020 12:52:16 PM

Hello,

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Are you available for comment?

We look forward to hearing back from you.

Sincerely,
Taylor Pinson
WEMU Reporter

From: [Taylor Pinson](#)
To: [Ramlawi, Ali](#)
Subject: Seeking comment
Date: Thursday, February 20, 2020 12:52:20 PM

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Are you available for comment?

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Sincerely,
Taylor Pinson
WEMU Reporter

From: [Taylor Pinson](#)
To: [Nelson, Elizabeth](#)
Subject: Seeking comment
Date: Thursday, February 20, 2020 12:52:20 PM

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Are you available for comment?

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Sincerely,
Taylor Pinson
WEMU Reporter

From: [Ric Lawson](#)
To: [Ramlawi, Ali](#)
Cc: [Smith, Chip](#); [Taylor, Christopher \(Mayor\)](#)
Subject: Senseless firing of City Manager
Date: Thursday, February 20, 2020 1:05:10 PM

Dear Mr. Ramlawi,

As one of the constituents in your ward, I was very disappointed to learn that you were among the majority group that voted to senselessly dismiss city manager Howard Lazarus. Mr. Lazarus was a superior city manager who had deep experience and knowledge, as well as the support and trust of city staff, based on my experience in working with many staff over the years. Your majority group of council representatives offered no reason or cause for this move that will set our city back considerably. You have seriously disregarded your responsibility to city residents and you can be sure that we won't forget this when you come up for re-election.

This senseless move was irresponsible for several reasons.

1. You fired a well-respected, professional manager who had the trust of city staff who were lacking good leadership under previous managers. You have now created an environment in city government in which no talented person will want to work. Hiring a competent manager to replace him will be next to impossible.
2. You threw away nearly \$300,000 of taxpayer money in severance that will do nothing for the city.
3. You offered no rationale for this rash and expensive move, rejecting your commitment to be transparent with the people you are supposed to represent.
4. Your timing was terrible with several vacant staff positions already, and several more likely around the corner, thanks to this move.
5. You created an atmosphere of turmoil and uncertainty within city government that will make it very difficult to accomplish any of the goals the council sets for the city. This may be the most disappointing of all. Ann Arbor is no longer the progressive exemplar city in Michigan that it used to be. It now will be viewed as just another myopic backwater, thanks to this and other poorly thought out, and politically driven moves your majority group has made.

Shame on you, Mr. Ramlawi. I thought you were better than this. We in ward 5 certainly deserve better. What do you have to say for yourself and this damaging move you and your group just made?

Disgusted,

Ric Lawson


From: [Griswold, Kathy](#)
To: [Taylor Pinson](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 1:14:14 PM

Yes, I would be interested. [REDACTED]

Get [Outlook for Android](#)

From: Taylor Pinson <tpinson1@emich.edu>
Sent: Thursday, February 20, 2020 12:50:19 PM
To: Griswold, Kathy <KGriswold@a2gov.org>
Subject: Seeking comment

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Are you available for comment?

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Sincerely,
Taylor Pinson
WEMU

From: [Taylor Pinson](#)
To: [Griswold, Kathy](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 1:46:25 PM

Great!

I tried calling your number, but it went to voicemail.

Is there a specific time today you are available to speak?

On Thu, Feb 20, 2020 at 1:14 PM Griswold, Kathy <KGriswold@a2gov.org> wrote:

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We look forward to hearing back from you.

Sincerely,
Taylor Pinson
WEMU

From: [Kelly](#)
To: [Ali Ramlawi](#)
Cc: [Smith, Chip](#); [Lumm, Jane](#)
Subject: Re: Termination of Howard
Date: Thursday, February 20, 2020 1:49:08 PM

Given that absolutely no information has been given to your constituents to why this action was taken and the fact that ya'll are blaming Howard and the Mayor, I think the comparison fits. We deserve better.

I am extremely frustrated by your factions lack of transparency, when that is what many of you ranted about with the previous council members.

I just don't get the timing of this? We have so many important issues that Howard was working on. Not to mention the added financial burden with the poor timing. I'd like to know what your plan is to provide the proper amount of resources to finish the budget, negotiate on the Gelman issue and deal with the personnel issues at the City.

The overreach of this council is very concerning to me, especially when it comes to trusting the City staff to do what they are educated and paid to do. I have lost all confidence that council has the best interest of the constituents and City in mind.

Kelly

"Your calling is where your own greatest joy intersects with the needs of the world."
-Frederick Buechner

On Tuesday, February 18, 2020, 11:36:29 PM EST, Ali Ramlawi <aramlawi@yahoo.com> wrote:

Kelly.

Sorry to be obnoxious with some of my remarks earlier, tonight was a night I have been dreading or putting off for over a year. I wish the mayor and Howard did more to make it not happen the way it did.

Sincerely
Ali
Sent from my iPad

On Feb 18, 2020, at 10:04 PM, [REDACTED] wrote:

RIDICULOUS!

Ali & Jane, Thank you for opening my eyes to how poorly you are managing our City. The firing of Howard, without cause is not only a poor financial move for our City, but also a petty little attempt to control more than you are chartered to do. There needs to be a

balance in our government, which you just destroyed. Very Trump like of you.

I will now be part of the faction to make sure you do not get reelected and to hold you accountable for your actions when they do not represent the values of our community.

Thank you Chip for being the adult in the room.

Kelly Schwartz

On Tuesday, February 18, 2020, 12:37:19 PM EST, Kelly <[REDACTED]> wrote:

Hello all,

I don't often write to you, but I do feel the need after seeing the item on tonight's agenda to terminate Howard's contract as City Administrator.

I am shocked and dismayed by this action and would like to better understand why this is being brought up now?

Howard and his staff have been wonderful to work with over the past several years. Howard has been a good balance between staff and council. I fear that City Council is taking this action because Howard has not cow-towed to council's wishes. Having a balance in our City government is important to me.

So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,
Kelly Schwartz

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From: [Rochelle Stoler](#)
To: [Griswold, Kathy](#); [Lumm, Jane](#)
Subject: City Administrator
Date: Thursday, February 20, 2020 1:52:28 PM

Councilperson Lumm and Councilperson Griswold,

We are inquiring about more information concerning the recent firing of our City Administrator. We were disheartened to hear that the foundation for this decision was not worthy of the public disclosure and input it deserved. Is this the result of some difficult “working relationships” amongst the Administrator and a few Council persons? Has the Ann Arbor City staff working under his tutelage been given any afterthought AND have you considered the prevalent low moral this situation has prompted?

As part of your constituency, we have followed the initiatives of Howard Lazarus, including public safety (both bike and pedestrian), affordable housing options, and A2 zero (which you endorsed). Yes, these issues are important to us! Pulling his support on these ongoing directives will be a detriment to our community.

It is our understanding that you have defined your tenure by leading with fiscal responsibility. How can we reconcile paying out Mr. Lazarus approx. \$275,000, in addition to the costs associated with attracting another candidate?

We have a framework within our city to provide a forum for more than one party and opinion....one that we all must live by... It would be unfortunate if our city politics mirrored those of our national theatrics. It is our hope that the city council can offer more transparency around these types of resolutions moving forward.

Respectfully submitted,

Bob and Shelly Stoler

From: [Griswold, Kathy](#)
To: [Taylor Pinson](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 2:14:15 PM

You can call me now.

Get [Outlook for Android](#)

From: Taylor Pinson <tpinson1@emich.edu>
Sent: Thursday, February 20, 2020 1:46:10 PM
To: Griswold, Kathy <KGriswold@a2gov.org>
Subject: Re: Seeking comment

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Is there a specific time today you are available to speak?

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WEMU

From: [Ali Ramlawi](#)
To: [Kelly](#)
Cc: [Smith, Chip](#); [Lumm, Jane](#)
Subject: Re: Termination of Howard
Date: Thursday, February 20, 2020 2:19:27 PM

ARAMLAWI@YAHOO.COM appears similar to someone who previously sent you email, but may not be that person. [Learn why this could be a risk](#)

[Feedback](#)

Hi Kelly.

Just a quick note back...

We are in the second year of a 2 year budget cycle that was adopted last year, therefore this year's budget only requires slight modifications to last years.

Secondly, the absence of the HR director is the direct responsibility of the City Administrator and council has been asking for months with no results to have it filled, consequently this inaction will appear in the poor job evaluation of MR. Lazarus that was concluded on Feb. 7th.

Lastly, Mr. Lazarus's position on the Gelman Plume was to keep the status quo

Respectfully,
CM Ramlawi

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So, please help me understand why this action is being taken. Sadly, if you have the votes, it's a done deal and the citizens of our City do not have a say.

Thank you for your time,

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From: ARamlawi@a2gov.org
To: [Taylor Pinson](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 2:42:02 PM

Yes. What number could you be reached @?

Thank you
CM Ramlawi

Sent from my iPad

> On Feb 20, 2020, at 12:52 PM, Taylor Pinson <tpinson1@emich.edu> wrote:
>
>
> Hello,
>
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> Are you available for comment?
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> Sincerely,
> Taylor Pinson
> WEMU Reporter

From: [Ramlawi, Ali](#)
To: [Taylor Pinson](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 2:42:03 PM

Yes. What number could you be reached @?

Thank you
CM Ramlawi

Sent from my iPad

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> Taylor Pinson
> WEMU Reporter

From: [Taylor Pinson](#)
To: [Ramlawi, Ali](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 2:45:08 PM

Because of the way our phone system is set up, it would be easier for us to call you.

Is there a number we can call to reach you?

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> Sincerely,

> Taylor Pinson

> WEMU Reporter

From: [Taylor Pinson](#)
To: [Ramlawi, Ali](#)
Subject: Re: Seeking comment
Date: Thursday, February 20, 2020 3:01:24 PM

Because we've now heard back from several other members of city council, we are out of time to record any more conversations about this particular issue, but we would very much like to discuss further issues involving city council as they develop.

Thank you for getting back to us.

What is the best way to contact in the future?

On Thu, Feb 20, 2020 at 2:44 PM Taylor Pinson <tpinson1@emich.edu> wrote:

Because of the way our phone system is set up, it would be easier for us to call you.

Is there a number we can call to reach you?

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> Sincerely,

> Taylor Pinson

> WEMU Reporter

From: [Lumm, Jane](#)
To: [Ali Ramlawi](#); [Kelly](#)
Cc: [Smith, Chip](#)
Subject: RE: Termination of Howard
Date: Thursday, February 20, 2020 3:02:18 PM

Just quickly ... as to the budget. We've been through this "drill" many times before (all 4 of Mr. Lazarus' predecessor's resigned to take other positions, and the same thing would have occurred had Mr. Lazarus been offered the Austin and Gainesville positions he applied for since taking the AA job).

Most recently, in 2015, former City Administrator Steve Powers provided his resignation in August, and CFO Tom Crawford assumed the job of City Administrator in October of that year, and served most capably for the next nine months. During that time, Mr. Crawford prepared and delivered the upcoming 2 yr. budget, and addressed all budget Q's and proposals. It was smooth as silk, and all deadlines and requests were delivered. The lion's share (and this would be an understmt.) of the budget is undertaken by the CFO, not the City Administrator. Yes, it's the City Administrator's budget, but the work is principally accomplished by and assigned to the CFO.

I have every confidence this work will proceed without any interruption.

Jane

From: Ali Ramlawi <aramlawi@yahoo.com>
Sent: Thursday, February 20, 2020 2:19 PM
To: Kelly <[REDACTED]>
Cc: Smith, Chip <ChSmith@a2gov.org>; Lumm, Jane <JLumm@a2gov.org>
Subject: Re: Termination of Howard

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Kelly Schwartz

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-Frederick Buechner

From: [Bradley Jodoin](#)
To: [Ramlawi, Ali](#)
Subject: 5th Ward support for DC-8
Date: Thursday, February 20, 2020 3:48:55 PM

Councilmember Ramlawi

I wrote to you on Tuesday urging you to vote against the firing of city administrator Howard Lazarus. You voted to fire him.

I'm curious how many fifth ward residents wrote or spoke to you urging you to fire Mr Lazarus. I would really appreciate a response on how many constituents urged you to supported the firing and how many urged you to oppose it.

Please let me know. If I'm living in a bubble on this issue I'd like to know.

Thanks in advance for your response, and as always thank you for serving.

Brad Jodoin



From: [Kitty B. Kahn](#)
To: [Ramlawi, Ali](#)
Subject: Thank you for speaking out.
Date: Thursday, February 20, 2020 6:39:44 PM

Thank you, Ali, for speaking out on the firing of Lazarus. I know it must be very frustrating to be bound by the non-disparagement clause in the agreement. I find it unforgivable that Taylor and his three amigos wrote misleading inflammatory letters pretending not to know what "without cause" means in the contract and have twisted it to mean "for no reason". They know better. I am hoping their letters and the anger they have stirred up among the YIMBYs backfires in August, just as their misleading, angry statements backfired on Proposal A.

Thank you for all that you do. Onward. -Peace, Kitty

From: [Amy Cell](#)
To: [Postema, Stephen](#)
Subject: City Administrator summary data
Date: Friday, February 21, 2020 12:52:46 PM

Hi Stephen,
Here are the summary ratings:

City Council: 3.2
City Staff: 4.7
Community Stakeholders: 4.2

Warm regards from Peeps arriving, Paczki smells wafting, crisp air invigorating Michigan!

Amy Cell
President

 (734) 657-0370
 amy@amycelltalent.com
 www.amycelltalent.com

 [Twitter](#)  [LinkedIn](#)  [Google+](#)

