

From: [Griswold, Kathy](#)
To: [Anne Bannister](#)
Subject: FW: Registration Confirmed - U-M Community Relations Tailgate
Date: Wednesday, September 15, 2021 12:17:43 PM

Hi Anne,

I registered you for the UM Tailgate just in case you want to attend as my guest. No further action is needed on your part. Just let me know if you are not available.

Best-
Kathy

From: University of Michigan <tailgateinfo@umich.edu>
Reply-To: "tailgateinfo@umich.edu" <tailgateinfo@umich.edu>
Date: Wednesday, September 15, 2021 at 12:10 PM
To: "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: Registration Confirmed - U-M Community Relations Tailgate

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

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Dear Katherine,

Your registration has been confirmed for the University of Michigan **Community Relations Tailgate** taking place prior to the U-M vs. Northwestern University football game on **Saturday, October 23, 2021**. Please save this email for future reference.

Confirmation Number:
CMNRBTXHLHG

Registration Information



Katherine Griswold
Event Registration

Sessions

23-Oct-2021

9:30 AM - 12:00 PM

I will attend the tailgate

Please indicate if you have any dietary restrictions, including allergies, or if accommodations are required in order for you to attend/participate in the event:

None

Anne Bannister
Event Registration

Sessions

23-Oct-2021

9:30 AM - 12:00 PM

I will attend the tailgate

Please indicate if you have any dietary restrictions, including allergies, or if accommodations are required in order for you to attend/participate in the event:

None

Schedule:

Tailgate begins 2.5 hours prior to kickoff

Kickoff TBD

Check [MGoBlue](#) for updated game times

Tailgate Location:

Crisler Center

333 E. Stadium Boulevard Ann Arbor

Please enter Crisler Center at the Weiser Family North Tunnel entrance (near Michigan Stadium Gate 1).

Map: Please click the map below for directions from your location.

Image removed by sender.

**Parking and Transportation:**

Game day public parking may be available for sale at Pioneer High School, Ann Arbor Golf & Outing Club, and the University of Michigan Golf Course. Additional parking and shuttle information is available at [MGoBlue](#). *(Please be advised, masks are required on all U-M transportation, regardless of vaccination status.)*

Michigan Stadium:

To prepare for game day, please see all [lane and road closures](#) and visit [MGoBlue](#) to review a list of items prohibited at Michigan Stadium.

COVID-19 Safety:

Per the University of Michigan's [COVID-19 policy](#) (effective 08/11/21), the University is requiring the use of face coverings indoors by all individuals,

regardless of vaccination status. This includes campus transportation, stadium restrooms, and M Den stores. For the latest information pertaining to the University of Michigan's COVID-19 policies in regards to Michigan Stadium, please visit [MGoBlue](#).

[Click here to view or modify your registration](#)

We look forward to seeing you on game day!

For questions, please contact the Office of University and Development Events at 866.799.0002 or Tailgateinfo@umich.edu.

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[Contact](#)

[Privacy](#)

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From: [Anne Bannister](#)
To: [Griswold, Kathy](#)
Subject: Re: FW: Registration Confirmed - U-M Community Relations Tailgate
Date: Wednesday, September 15, 2021 2:57:31 PM

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Thanks! I'd love to join you! Anne

On Wed, Sep 15, 2021 at 12:17 PM Griswold, Kathy <KGriswold@a2gov.org> wrote:

Hi Anne,

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From: University of Michigan <tailgateinfo@umich.edu>
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Sessions		
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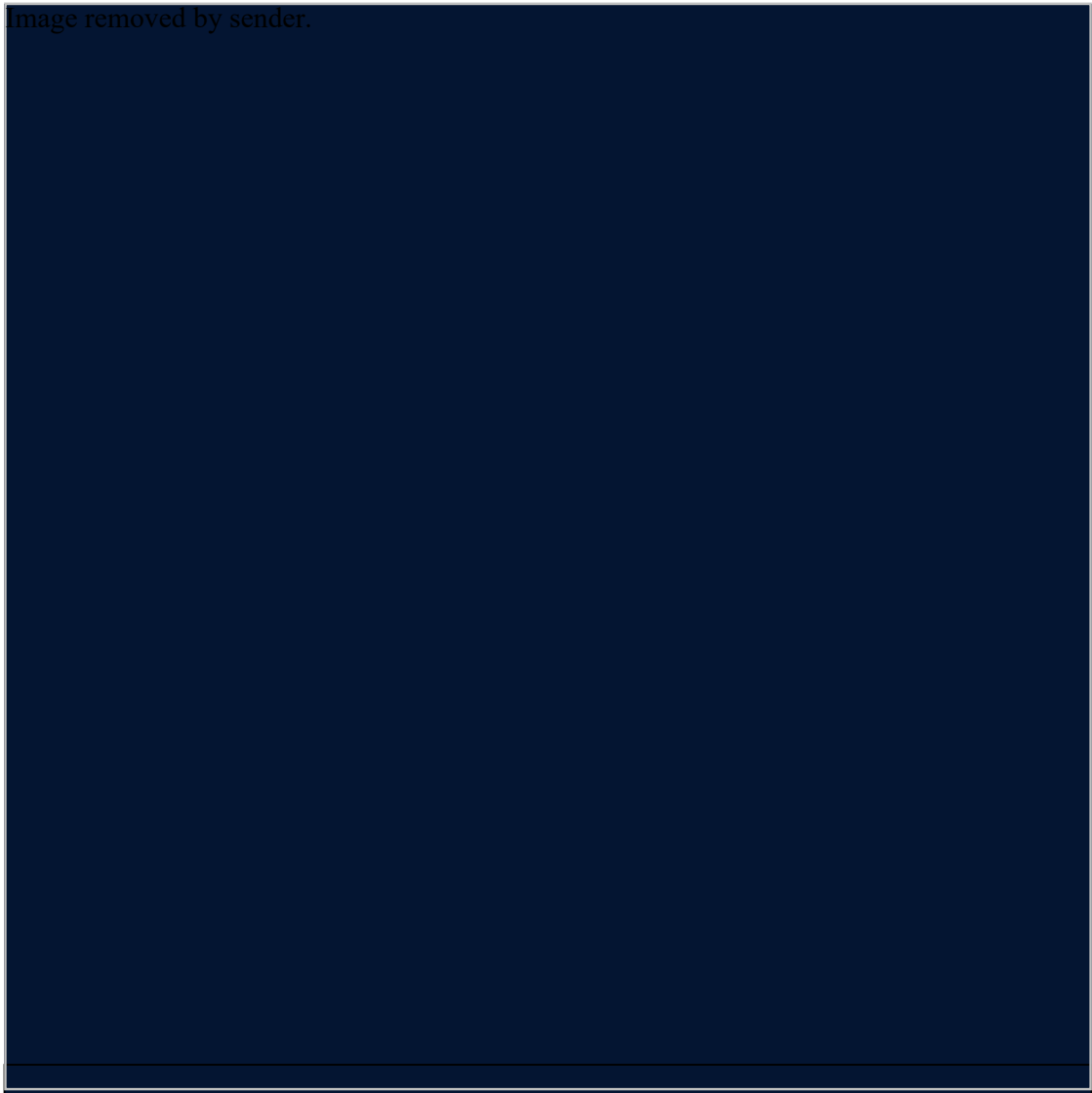
[Click here to view or modify your registration](#)

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From: [Ralph McKee](#)
To: [Ramlawi, Ali](#); [Briggs, Erica](#)
Subject: Chapin/Healthy Streets
Date: Thursday, September 16, 2021 11:42:15 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

As both of you will likely recall, I opposed the neighborhood street component of the healthy streets program both last year and this year, and in my emails described what I viewed as a dangerous situation at Chapin and Miller. This morning I was walking in the Water Hill neighborhood and turned onto Miller in front of the Big City Bakery at about 8:30. Just after I noticed the newly erected barricade on Chapin, I saw a near accident quite similar to the ones I saw last year. Background facts: there were cars parked along the east side of Chapin adjacent to and paralleling the barricade which now blocks the west side of Chapin; cars are almost always parked there. This plus the barricade narrows the street so only one car can fit. A car pulled up going north on Chapin, stopping at the Miller stop sign. A car going east on Miller turned right onto Chapin (you can't see the barricade before turning) and had to stop quickly to avoid hitting the barricade; the car could of course not go around it because of the other car going north which had stopped before turning onto Miller. Another car following going east on Miller also made a right onto Chapin and almost rear-ended the first car; the second car was of course not expecting the first car would have to stop. Then, the second car, not being able to fully turn onto Chapin, almost got rear-ended by another car going east on Miller.

This intersection is an accident waiting to happen. IMO it's not a matter of if but when. This program was supposed to help safety. It's doing the opposite.

From: [Ralph McKee](#)
To: [Ramlawi, Ali](#); [Briggs, Erica](#); [Disch, Lisa](#)
Subject: Sunset sidewalk/Nextdoor thread
Date: Thursday, September 16, 2021 12:25:01 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Below is a recent comment I made on a Nextdoor thread in response to a comment by Dan Adams, who is a proponent of the controversial project. I know the post is long and a bit tedious, but I am really shocked at what appears to be staff's prioritization "process". I hope you ask the detailed questions necessary to figure out how these projects are being picked. Thanks for listening.

Let's start with your statement that I've suggested that if the proper process and prioritization occurred, when the Sunset project eventually came into the queue, residents would not object. I haven't said that. I agree with you that many residents would still object. My actual point was: bad process leads to bad decisions, as happened here. Next, part of the problem here is expectations/desires vs. reality. In an ideal world, would there be sidewalks on both sides of every street? Yes. In the real world? No. We have many miles of sidewalk gap and not enough \$ to fix anything but the absolute worst gaps. Put another way, just because a staffer or commission put that "sidewalks everywhere" dream into a city "plan", doesn't mean it could actually happen. And, just to be clear, I think 1) Sunset shouldn't be anywhere near the top of the list, and 2) anything that isn't near the top of the list won't (or at least shouldn't) ever get done.

Now let's talk about governance. Our prior dialogues have showed very different views on this. It seems to me that you think, as many staff and council members have over the years, that staff knows best and that residents should just get out of the way and let staff do their jobs. You say, essentially, that the city [staff] doesn't need to show us how they made their decision. Maybe so, in the technical sense, but they need to if they want us to trust their competence and judgment. And I would submit that true professionals would/should be happy, and proud, to show us their data and rationales. Finally, if they're not going to do so, please ask your friendly council and mayor to stop prattling about the importance of, and their commitment to, public engagement.

We both know how decisions on controversial projects are typically made. The opposing sides try to convince staff, and then council, to approve, disapprove, or change the proposal. That's exactly what the opponents of the Sunset sidewalk are doing. You, as a proponent, are free to do the same. (BTW, many of the opponents are working people with kids, not retirees, so please don't trot out the "disproportionate influence" trope.) And you have the same "naked self-interest" that the opponents do, because you live in the neighborhood. Both you and they might also have an interest in a larger overall policy goal that this project either aligns with or doesn't. Mine is conceptually simple but difficult to obtain: better quality decision-making. So I am going to continue to point out perceived flaws. I'm not particularly happy to do that, though it might sometimes seem otherwise; I view critiquing these processes as important work. I know you likely view it as micro-managing or worse. Oh well, we disagree.

Now let's look again at the prioritization "process" here. I haven't reviewed the recording of the August Zoom meeting yet, but I read the staff summary and some other materials. Frankly, I am not surprised but still very disappointed at staff's "metrics" (or lack thereof). Just a few examples: 1) the criteria listed in the discussion summary (item #3) are quite different than those listed on the city's FAQ re sidewalk gaps (the FAQ lists "equity", "community support" and "safety" as factors; those don't appear in the summary, and the summary lists proximity to schools, parks, and transit as separate factors, while in the FAQ those are combined into one factor, and the summary says "including but not limited to"), 2) cost and whether there is an existing sidewalk on one side of the street are not factors (summary, item # 3 and 12), 3) in response to questions re the prioritization metrics used for Sunset, the "post-meeting note" lists precise final numbers for all the other sidewalk gaps in the project, and some nearby sidewalk sections, but inexplicably doesn't even list the part of Sunset that's disputed!! (summary item # 17), instead just referring to it elsewhere as "high", 4) an email from staff office manager Venita Harrison to CM Lisa Disch says that the priority of a north side of Sunset sidewalk would range "from highest to mid-low depending on several factors that influence these prioritization rankings", 5) the stretch of Sunset from Beechwood to Wildt is listed as 3.07 (mid-low), and Wildt from Sunset to Summit is listed as 3.70 (mid-high), 6) no studies of pedestrian or traffic volume, or crashes, were done, 7) despite the listing of "community support" as a prioritization criteria in the FAQ, no public input was gathered before the project was purportedly prioritized as "high", 8) the meeting summary did not include the results of the public survey, though city staff admitted to residents that it was "overwhelmingly negative", 9) no feedback re whether homeowners would grant necessary grading easements was gathered before the prioritization was announced, and 10) our elected officials, per the mayor's comments on his last "ask me anything" event, are apparently not yet familiar with the prioritization methodology.

Perhaps somewhere in that mess staff has "articulated a reasonable basis for the project", as you put it. I would say, charitably, that staff has thus far failed to provide any basis at all for its prioritization conclusion. In fact, I'm not convinced that an actual "final" prioritization was even done, let alone how it was done. And why would you, who said in your earlier post that the corner down by Wildt

should be “first on the list”, have any confidence in a methodology that rates the corner down by Wildt as “mid-low” and “mid-high” (the numbers are less than half of one of the sections of Newport (6.78)).

Based on the above, I think taking a hard look at how staff is making these decisions is entirely appropriate. These are million-dollar projects. They should be treated as such. And having a community conversation re the prioritization methodology might improve it, which would help the entire city.

From: [Griswold, Kathy](#)
To: [Ramlawi, Ali](#); [Anne Bannister](#)
Subject: FW: Request for Enhanced Tree Trimming to be halted in Ann Arbor
Date: Friday, September 17, 2021 3:43:39 PM

From: Ryan J Stanton <RStanton@mlive.com>
Date: Friday, September 17, 2021 at 3:26 PM
To: "Briggs, Erica" <EBriggs@a2gov.org>, Molly Luempert-Coy <molly.luempert-coy@dteenergy.com>, "Fournier, John" <JFournier@a2gov.org>
Cc: "Taylor, Christopher (Mayor)" <CTaylor@a2gov.org>, "Stults, Missy" <MStults@a2gov.org>, "Radina, Travis" <TRadina@a2gov.org>, "Disch, Lisa" <LDisch@a2gov.org>, "Griswold, Kathy" <KGriswold@a2gov.org>, "Hupy, Craig" <CHupy@a2gov.org>
Subject: Re: Request for Enhanced Tree Trimming to be halted in Ann Arbor

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Here's the story:

<https://www.mlive.com/news/ann-arbor/2021/09/tree-town-under-attack-ann-arborites-decry-tree-butcherer-by-dte-energy.html>

From: Briggs, Erica <EBriggs@a2gov.org>
Date: Thursday, September 16, 2021 at 11:03 AM
To: Molly Luempert-Coy <molly.luempert-coy@dteenergy.com>, Fournier, John <JFournier@a2gov.org>
Cc: Ryan J Stanton <RStanton@mlive.com>, Taylor, Christopher (Mayor) <CTaylor@a2gov.org>, Stults, Missy <MStults@a2gov.org>, Radina, Travis <TRadina@a2gov.org>, Disch, Lisa <LDisch@a2gov.org>, Griswold, Kathy <KGriswold@a2gov.org>, Hupy, Craig <CHupy@a2gov.org>
Subject: Request for Enhanced Tree Trimming to be halted in Ann Arbor

Dear Ms. Luempert-Coy and Mr. Fournier,

In response to the August 11th power outages, DTE has publicly stated that it plans to [accelerate its "enhanced tree trimming"](#) practices to improve reliability in future storms. Based on communications from staff earlier this summer, it is my understanding that enhanced tree trimming specifies that trees will be trimmed *"10 feet in any direction from the primary wires on 13.2 kV and 15 feet in any direction from 40kV lines."* DTE has been using

these "enhanced" practices in Ann Arbor throughout the summer and I am personally dubious that these extreme practices will result in fewer outages following severe storms based on the power outages we saw in the 5th Ward following the August storms, and that I personally experienced at my own home, even though DTE had already cut trees to this standard.

However, there are other issues we need to consider beyond service reliability. The utilization of these extreme tree cutting practices (removing the center of the tree) is devastating our healthy tree canopy and destroying the appearance of our community. DTE's preferred standard is not aligned with our community values or our sustainability goals and aren't recommended by the trained arborists with whom I've discussed the issue.

I request that DTE immediately halt tree trimming in Ann Arbor and engage in a collaborative effort with City staff to identify alternatives, including burying transmission lines and utilizing different standards for tree trimming in the City of Ann Arbor that prioritize the health of our urban tree canopy.

I have attached pictures of "enhanced tree trimming" in the 5th Ward. These are not isolated incidents, this is the preferred standard being utilized with every tree that DTE touches.

Again, I request that all tree trimming efforts are halted until a new protocol and approach can be identified for Ann Arbor.

In addition to relevant staff members, I am copying the Mayor and the Councilmembers who serve on the Environmental and Energy Commissions, as well as Ryan Stanton who I know is writing a story on this topic. I would welcome co-sponsors to introduce a late resolution to Council on Monday night on this request to DTE if it would be helpful for DTE to see a more formal request on this issue.

Erica Briggs, Ward 5 Councilmember

Phone: [REDACTED]

Sign-up for my newsletter and get details about upcoming coffee hours at: www.ericafora2.com

From: [Griswold, Kathy](#)
To: [Ramlawi, Ali](#); [Anne Bannister](#)
Cc: [Ryan J Stanton](#)
Subject: FW: Request for Enhanced Tree Trimming to be halted in Ann Arbor
Date: Friday, September 17, 2021 3:49:38 PM

From: Molly A Luempert-Coy <molly.luempert-coy@dteenergy.com>
Date: Friday, September 17, 2021 at 3:48 PM
To: "Radina, Travis" <TRadina@a2gov.org>, "Briggs, Erica" <EBriggs@a2gov.org>, "Fournier, John" <JFournier@a2gov.org>
Cc: "Taylor, Christopher (Mayor)" <CTaylor@a2gov.org>, "Stults, Missy" <MStults@a2gov.org>, "Disch, Lisa" <LDisch@a2gov.org>, "Griswold, Kathy" <KGriswold@a2gov.org>, "Hupy, Craig" <CHupy@a2gov.org>, Michael J Chriss <michael.chriss@dteenergy.com>, Andrew Wallick <andrew.wallick@dteenergy.com>, Allen J Kryscynski <allen.kryscynski@dteenergy.com>, "Rachel C. Steudle" <rachel.steudle@dteenergy.com>
Subject: RE: Request for Enhanced Tree Trimming to be halted in Ann Arbor

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DTE shared the below with Mayor and Staff yesterday. I also personally called the DPW Director and the Acting City Manager as well, awaiting a response. Thank you.

DTE would be available to meet over a "Teams call" or meet at the work site for the Burton Substation. We certainly want to foster continued good cooperation and a proper balance of reliability, good tree health and safety for the public.

Our line clearance specialist shared with me "This is our maintenance trimming for Burton substation. Ideally, barring any more storms, we should complete the Burton circuits in the next couple weeks. The trimming in the two pictures are to arborist specifications, strictly audited, and per our 10ft spec, which we benchmark with other utilities nationwide. Most of the trimming in that area is actually inside of the 10ft, what we consider a lighter trim. We only trim lighter if the species of tree is very slow growing. I can meet anyone on site to explain our processes if needed. "

We do work in partnership with City staff, making (City Forester) aware of the trees we are trimming. We do have a public safety and reliability responsibility to the public to clear hazardous tree situations that could impact the electric system. Our line clearance

specialist has been working with our contractor Wright tree service to address any citizen's requests that have come up to date with trees on their property. **Again, we can discuss in person or at the work site, and look forward to hearing back from you.**

This is the response we have shared with the media...

Our state is blessed with the beauty of 14 billion trees. Those beauties can be a beast at times: Two-thirds of the time DTE Energy's electric customers spend without power is due to trees. During severe weather and non-weather events - wind can cause tree limbs to fall on power lines and damage electrical equipment resulting in outages. So trimming trees is a commonsense solution to improve reliability for our customers - where tree trimming is complete, our customers experience a 60% improvement in reliability. In addition, it keeps the community safe by reducing the number of down power lines in the area. When trimming trees, DTE follows the practices established by the International Society of Arboriculture. In addition, before any tree is trimmed, our arborists and tree trim teams work with customers, when there are trees on their property that impact power lines, to ensure we not only improve reliability but also keep as much of the tree's integrity in place as possible. We understand the beauty and environmental benefits that trees bring to our customers' homes and businesses. We encourage our customers to follow our [Right Tree, Right Place guide](#) when planting trees. As part of our commitment to the environment, and in partnership with ReLeaf and the State of Michigan, over the past 25 years we've planted more than 20 million trees across our great state.

From: Radina, Travis <TRadina@a2gov.org>

Sent: Friday, September 17, 2021 3:39 PM

To: Briggs, Erica <EBriggs@a2gov.org>; Molly A Luempert-Coy <molly.luempert-coy@dteenergy.com>; Fournier, John <JFournier@a2gov.org>

Cc: Ryan J Stanton <RStanton@mlive.com>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Stults, Missy <MStults@a2gov.org>; Disch, Lisa <LDisch@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>

Subject: [EXTERNAL] Re: Request for Enhanced Tree Trimming to be halted in Ann Arbor

I strongly support this request, Councilmember Briggs, and appreciate you following up on this after raising it during our recent conversation with DTE about storm impacts. This issue remains a concern for me and my constituents as well, and I join in your skepticism of this crude practice as a meaningful, cost-effective, or longterm solution to DTE's considerable reliability and resiliency challenges in a time of more frequent and more severe storms, resulting from climate change.

I would be happy to join as a cosponsor should a Resolution be necessary.

Thank you,
Travis

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From: Briggs, Erica <EBriggs@a2gov.org>
Sent: Thursday, September 16, 2021 11:03:32 AM
To: Molly Luempert-Coy <molly.luempert-coy@dteenergy.com>; Fournier, John <JFournier@a2gov.org>
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Erica Briggs, Ward 5 Councilmember

Phone: [REDACTED]

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From: [Anne Bannister](#)
To: [Griswold, Kathy](#); [Ryan J Stanton](#); [Briggs, Erica](#)
Cc: [Radina, Travis](#); [Ramlawi, Ali](#)
Subject: Re: FW: Request for Enhanced Tree Trimming to be halted in Ann Arbor
Date: Saturday, September 18, 2021 5:59:51 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Please remember that the new ADU ordinance revisions that many Councilmembers voted for allows new construction of up to 800 sq ft as close as three feet from rear lot lines BY RIGHT, which is likely to result in a loss of rear yard urban canopy - even allowing your neighbor to kill the trees on your lot and without anything you can do about it. They could have simply reduced the rear yard setback (from usually 30 feet) to 15 feet rather than 3 feet, as advocates for the urban canopy requested.

The tree canopy is also under attack from poorly placed new sidewalks such as what's proposed on Sunset near Wines School and at Racquet Club. The Sunset sidewalk proposal removes 60-80 mature trees, wastes nearly \$1M in construction costs, and is vigorously opposed by a majority of the neighborhood.

Many thanks though for the article and negotiations with DTE, etc. There's much more work to be done to create a culture of protection for our tree canopy.

Anne

On Fri, Sep 17, 2021 at 3:49 PM Griswold, Kathy <KGriswold@a2gov.org> wrote:

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Date: Friday, September 17, 2021 at 3:48 PM
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DTE shared the below with Mayor and Staff yesterday. I also personally called the DPW Director and the Acting City Manager as well, awaiting a response. Thank you.

DTE would be available to meet over a "Teams call" or meet at the work site for the Burton Substation. We certainly want to foster continued good cooperation and a proper balance of reliability, good tree health and safety for the public.

Our line clearance specialist shared with me "This is our maintenance trimming for Burton substation. Ideally, barring any more storms, we should complete the Burton circuits in the next couple weeks. The trimming in the two pictures are to arborist specifications, strictly audited, and per our 10ft spec, which we benchmark with other utilities nationwide. Most of the trimming in that area is actually inside of the 10ft, what we consider a lighter trim. We only trim lighter if the species of tree is very slow growing. I can meet anyone on site to explain our processes if needed. "

We do work in partnership with City staff, making (City Forester) aware of the trees we are trimming. We do have a public safety and reliability responsibility to the public to clear hazardous tree situations that could impact the electric system. Our line clearance specialist has been working with our contractor Wright tree service to address any citizen's requests that have come up to date with trees on their property. **Again, we can discuss in person or at the work site, and look forward to hearing back from you.**

This is the response we have shared with the media...

Our state is blessed with the beauty of 14 billion trees. Those beauties can be a beast at times: Two-thirds of the time DTE Energy's electric customers spend without power is due to trees. During severe weather and non-weather events - wind can cause tree limbs to fall on power

lines and damage electrical equipment resulting in outages. So trimming trees is a commonsense solution to improve reliability for our customers – where tree trimming is complete, our customers experience a 60% improvement in reliability. In addition, it keeps the community safe by reducing the number of down power lines in the area.

When trimming trees, DTE follows the practices established by the International Society of Arboriculture. In addition, before any tree is trimmed, our arborists and tree trim teams work with customers, when there are trees on their property that impact power lines, to ensure we not only improve reliability but also keep as much of the tree's integrity in place as possible. We understand the beauty and environmental benefits that trees bring to our customers' homes and businesses. We encourage our customers to follow our [Right Tree, Right Place guide](#) when planting trees. As part of our commitment to the environment, and in partnership with ReLeaf and the State of Michigan, over the past 25 years we've planted more than 20 million trees across our great state.

From: Radina, Travis <TRadina@a2gov.org>

Sent: Friday, September 17, 2021 3:39 PM

To: Briggs, Erica <EBriggs@a2gov.org>; Molly A Luempert-Coy <molly.luempert-coy@dteenergy.com>; Fournier, John <JFournier@a2gov.org>

Cc: Ryan J Stanton <RStanton@mlive.com>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Stults, Missy <MStults@a2gov.org>; Disch, Lisa <LDisch@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>

Subject: [EXTERNAL] Re: Request for Enhanced Tree Trimming to be halted in Ann Arbor

I strongly support this request, Councilmember Briggs, and appreciate you following up on this after raising it during our recent conversation with DTE about storm impacts. This issue remains a concern for me and my constituents as well, and I join in your skepticism of this crude practice as a meaningful, cost-effective, or longterm solution to DTE's considerable reliability and resiliency challenges in a time of more frequent and more severe storms, resulting from climate change.

I would be happy to join as a cosponsor should a Resolution be necessary.

Thank you,

Travis

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From: Briggs, Erica <EBriggs@a2gov.org>
Sent: Thursday, September 16, 2021 11:03:32 AM
To: Molly Luempert-Coy <molly.luempert-coy@dteenergy.com>; Fournier, John <JFournier@a2gov.org>
Cc: Ryan J Stanton <RStanton@mlive.com>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Stults, Missy <MStults@a2gov.org>; Radina, Travis <TRadina@a2gov.org>; Disch, Lisa <LDisch@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>
Subject: Request for Enhanced Tree Trimming to be halted in Ann Arbor

Dear Ms. Luempert-Coy and Mr. Fournier,

In response to the August 11th power outages, DTE has publicly stated that it plans to [accelerate its "enhanced tree trimming"](#) practices to improve reliability in future storms. Based on communications from staff earlier this summer, it is my understanding that enhanced tree trimming specifies that trees will be trimmed "*10 feet in any direction from the primary wires on 13.2 kV and 15 feet in any direction from 40kV lines.*" DTE has been using these "enhanced" practices in Ann Arbor throughout the summer and I am personally dubious that these extreme practices will result in fewer outages following severe storms based on the power outages we saw in the 5th Ward following the August storms, and that I personally experienced at my own home, even though DTE had already cut trees to this standard.

However, there are other issues we need to consider beyond service reliability. The utilization of these extreme tree cutting practices (removing the center of the tree) is devastating our healthy tree canopy and destroying the appearance of our community. DTE's preferred standard is not aligned with our community values or our sustainability goals and aren't recommended by the trained arborists with whom I've discussed the issue.

I request that DTE immediately halt tree trimming in Ann Arbor and engage in a collaborative effort with City staff to identify alternatives, including burying transmission lines and utilizing different standards for tree trimming in the City of Ann Arbor that

prioritize the health of our urban tree canopy.

I have attached pictures of "enhanced tree trimming" in the 5th Ward. These are not isolated incidents, this is the preferred standard being utilized with every tree that DTE touches.

Again, I request that all tree trimming efforts are halted until a new protocol and approach can be identified for Ann Arbor.

In addition to relevant staff members, I am copying the Mayor and the Councilmembers who serve on the Environmental and Energy Commissions, as well as Ryan Stanton who I know is writing a story on this topic. I would welcome co-sponsors to introduce a late resolution to Council on Monday night on this request to DTE if it would be helpful for DTE to see a more formal request on this issue.

Erica Briggs, Ward 5 Councilmember

Phone: 

Sign-up for my newsletter and get details about upcoming coffee hours at: www.ericafora2.com

From: [Editor A2Indy](#)
To: [Tara Mahoney](#); dillg@washtenaw.org; [Griswold, Kathy](#); shinks@washtenaw.org; [Hayner, Jeff](#); [Eyer, Jen](#)
Subject: SafeHouse Statements/Michigan DHHS
Date: Thursday, September 23, 2021 11:25:42 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Ms. Mahoney,

Thank you for your email and the attached statements. As a direct results of these statements, on social media, you, the other Board members, as well as Barbara, are being mocked, derided and vilified. In her statement, Barbara calls first person accounts, photos and audio recordings "fake news" (she gaslights) and blames the County for the state of her facility, even as she received money for facility upkeep from the County and was expected to alert County officials to maintenance issues (more gaslighting).

The women whom Niess-May evicted (including those before their 35 days had expired) are homeless. The arraignment of Jeffrey Smith on \$3M cash bond by Magistrate Fink, is ample evidence that the retaliatory eviction of that survivor on August 31 (one day after she spoke with me) put her life in danger. I have an audio recording of that eviction in which Kim Montgomery and Meggan Casper both repeatedly state staff gave the survivor permission for the action they used to throw her out. Niess-May, according to public records, has used the Pittsfield Police as a goon squad, to trespass multiple Black *survivors* whose SafeHouse files show they had no rule violations.

In light of Niess-May's "response," which one Ann Arbor Council member called grounds for firing, any investigation with her in place, so say members of the public on social media, will be suspect and tainted.

The language in the Board's statement that Niess-May has the Board's support and confidence, has served only to make the public (in public) question your leadership and, worse still, your collective honesty. Your Board's statement, in essence, severely damaged Greg Dill's credibility.

Lastly, Niess-May has made repeated and public claims that The A2Indy's reporting, survivors' audio clips, audio recordings of SafeHouse staff, survivor photos of the facility and videos of the facility are inaccurate (without asking for specific corrections). She has continued to make misleading statements about the State's March 2021 video (remote) review of the facility. I shared those audio interviews, videos, photos and articles with a Michigan DHHS executive in order to understand how SafeHouse received a 100% grade from the State's inspector on the conditions of its facility (Section F of the Review) in March 2021, in light of the photographic evidence of unsanitary conditions and disrepair.

According to Michigan DHHS officials who reviewed those materials, the State made a good-faith effort to inspect, and relied on Niess-May's written information and a video "tour." State officials consider themselves having been deliberately duped into providing a Review which Niess-May continues to publicly purport proves her innocent of negligence and, quite possibly fraud, for having taken public money to perform COVID cleaning and building maintenance, clearly not done as per February 2021 and August 2021 photographic evidence.

SafeHouse can expect a State investigation of Niess-May's actions vis a vis that inspection and, potentially, a revocation of its Michigan license based on, among other things, the cover-up of unsafe, unsanitary conditions, the mistreatment of survivors and their children, as well as the retaliatory eviction of survivors who risked their lives to bring these issues to the attention of the public, and to document these very serious problems and concerns.

Ms. Mahoney, if you have any questions, feel free to contact me.

Sincerely,

Patricia Lesko

A solid black rectangular box used to redact the signature of Patricia Lesko.

On 9/22/21 12:07 PM, Tara Mahoney wrote:

Dear Patricia,

Please see the attached statements.

Tara Mahoney

From: [Griswold, Kathy](#)
To: [Editor A2Indy](#)
Subject: Re: SafeHouse Statements/Michigan DHHS
Date: Thursday, September 23, 2021 12:02:15 PM

Excellent!

From: Editor A2Indy <editor@a2independent.com>
Date: Thursday, September 23, 2021 at 11:25 AM
To: Tara Mahoney <taraemahoney@gmail.com>, "dillg@washtenaw.org" <dillg@washtenaw.org>, "Griswold, Kathy" <KGriswold@a2gov.org>, "shinks@washtenaw.org" <shinks@washtenaw.org>, "Hayner, Jeff" <JHayner@a2gov.org>, "Eyer, Jen" <JEyer@a2gov.org>
Subject: SafeHouse Statements/Michigan DHHS

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Ms. Mahoney, if you have any questions, feel free to contact me.

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Patricia Lesko



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Dear Patricia,

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Tara Mahoney

From: [Griswold, Kathy](#)
To: [Editor A2Indy](#)
Subject: Re: SafeHouse Statements/Michigan DHHS
Date: Thursday, September 23, 2021 1:33:20 PM

Pat,

The new Mlive reporter for county government is Lucas Smolcic Larson LSmolcicLarson@mlive.com. I sent him the link to Stephen Ranzini's post that praised you and your writing.

Kathy

From: Editor A2Indy <editor@a2independent.com>
Date: Thursday, September 23, 2021 at 11:25 AM
To: Tara Mahoney <taraemahoney@gmail.com>, "dillg@washtenaw.org" <dillg@washtenaw.org>, "Griswold, Kathy" <KGriswold@a2gov.org>, "shinks@washtenaw.org" <shinks@washtenaw.org>, "Hayner, Jeff" <JHayner@a2gov.org>, "Eyer, Jen" <JEyer@a2gov.org>
Subject: SafeHouse Statements/Michigan DHHS

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Ms. Mahoney, if you have any questions, feel free to contact me.

Sincerely,

Patricia Lesko

A black rectangular redaction box covering the signature area.

On 9/22/21 12:07 PM, Tara Mahoney wrote:

Dear Patricia,

Please see the attached statements.

Tara Mahoney

From: [Editor A2Indy](#)
To: crockett@millercanfield.com; dillg@washtenaw.org; shinks@washtenaw.org; [Griswold, Kathy](#); [Hayner, Jeff](#); [Ever, Jen](#); taraemahoney@gmail.com; bmcquade@umich.edu
Subject: SafeHouse Investigation Crockett/McQuade
Date: Thursday, September 23, 2021 1:34:53 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Ms. Crockett,

The Board of SafeHouse sent this newspaper an announcement that they had selected you, in independent investigator, to look into allegations made by The Ann Arbor Independent, survivors, SafeHouse staff and interns about SafeHouse Center.

You are a newly-appointed adjunct at the Law School. Are you aware that your U-M Law School faculty colleague Barbara McQuade is on the SafeHouse Board? Do you intend to make your work and/or any personal or professional relationship with McQuade public so the public may judge whether you are, in fact, wholly independent of the members of the Board of Directors?

An expert in ethics and the law from Harvard whom I consulted said the SafeHouse Board, in not disclosing to the public the work relationship you do have, and disclosing any personal/professional relationship you may have with Ms. McQuade, a SafeHouse Center Board member, is a serious breach of ethics--not on your part, of course (unless you were given the Board's press release before it went out to the public).

Sincerely,

Patricia Lesko

From: [vnarmentrout](#)
To: [Ramlawi, Ali](#)
Subject: Sunset sidewalk
Date: Tuesday, September 28, 2021 12:31:23 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Thank you for the information which you posted on Facebook regarding the postponement of the Sunset sidewalk. What a relief. It was a travesty (I'm thinking of the trees).

Is there a staff memo that might be made available publicly? I would very much like to have a copy. I could do a FOIA if I knew more particulars, but it would be much nicer just to have it as reference.

Thank you.

Vivienne Armentrout

From: [Anne Bannister](#)
To: [Graham, Christopher \(U of M\)](#)
Cc: [Beth Collins](#); [Borneman, Dave](#); [Nystuen, Gwen \(PAC\)](#); [Sheehan, Harry \(Washtenaw County\)](#); [Jack Eaton](#); [Jason Tallant](#); [Hancock, Jerry](#); [Mirsky, John](#); [Griswold, Kathy](#); [Disch, Lisa](#); [Borset, Lynn](#); [Stults, Missy](#); [Stephens, Peter \(Systems Planning\)](#); [Rita Mitchell](#); [Reynolds, Sean](#); [Giacobazzi, Tiffany](#); [Warren Attarian](#); [Wendy Carman](#)
Subject: Re: My apologies
Date: Tuesday, September 28, 2021 2:51:00 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Dear Chris,

Thank you for your service and leadership to the NFC and the EC, which has been truly amazing and inspiring, and especially for a volunteer. It seems that many of us have one form or the other of "COVID Brain," and I'm fine with cutting everyone as much slack as they need during these challenging times. Ultimately we are all responsible for being good stewards of our Natural Features and tree canopy.

I look forward to the SEAS report, and I'd like to hear your thoughts on the trees by the Racquet Club near your house, which were recently before City Council for being in the way of a potential new sidewalk. Please drop me a line if you have time to meet in person at your house, or talk by phone.

Thanks,
Anne

On Thu, Sep 23, 2021 at 11:40 AM Christopher Graham [REDACTED] wrote:
Hi, Folks --

I have been quite remiss in my leadership of the Natural Features Committee and in the work of the EC, of late.

First, I took efforts to work on amendments to the UDC to improve protection for trees in Ann Arbor to smaller groups. Though very considerable progress has been made on that work, it has been quite difficult and complicated. And, I have even been remiss on the work even with those few folks too, of late.

I have been struggling this year with a very serious lack of help in my business. Though I have been short all year, since sometime in August I have been down to only two employees -- one of whom was quite ill for two weeks with the Covid virus (even though he was vaccinated).

The circumstance of too few employees has not existed to this extent (though it was a growing problem recently) in the time I have been in business (since 1980).

This is taxing my personal time and energy quite significantly. It is, after all, owning my own business and having good people willing to work in it all these years that has afforded me the chance to give away many thousands of hours for public purposes, much of it on behalf of Natural Features (State and local).

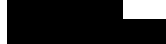
Even so, some things go ahead. I would like to express my sincere thanks to Tiffany Giacobazzi and Missy Stults for the great support (and A20 funding) of the University of Michigan SEAS students this past Summer. The Master students successfully completed their "jobs" doing the field work necessary to inform their digital mapping work about trees and Woodlands across the City. They are now back in regular class and are working on this second part of their project for us. Thank you both!

I do expect to have more time available as Fall and certainly Winter move toward us. I will get through the work I have promised you. Thank you for giving me the chance to lead, even if I am remiss for the moment.

Thank you
Chris.

--

Christopher Graham, ASLA



<http://www.oakarbor.net>

From: [Ramlawi, Ali](#)
To: [Vivienne Armentrout](#)
Subject: Fwd: Newport/Sunset Sidewalk Gap Project Update
Date: Tuesday, September 28, 2021 5:48:46 PM

Vivienne.

Hope this finds you well.

I am forwarding the memo we received yesterday on the changes to the proposed project on Sunset.

Respectfully,
CM Ramlawi

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From: Higgins, Sara <SHiggins@a2gov.org>
Sent: Monday, September 27, 2021 9:18:13 AM
To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Briggs, Erica <EBriggs@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>
Cc: Tremblay, Carmelle <ctremblay@wadetrim.com>; Wall, Christopher <CWall@a2gov.org>; Kellar, Robert <RKellar@a2gov.org>; Harrison, Venita <VHarrison@a2gov.org>; Hutchinson, Nicholas <NHutchinson@a2gov.org>; Hupy, Craig <CHupy@a2gov.org>; Fournier, John <JFournier@a2gov.org>; Stewart, Skye <SkStewart@a2gov.org>
Subject: Newport/Sunset Sidewalk Gap Project Update

Mayor and Ward 5 Councilmembers,
Below is an update regarding the Newport/Sunset Sidewalk Project.

Update on Newport/Sunset Sidewalk Project

Based on the feedback received by staff from the August 11th public meeting and subsequent survey, City staff has decided to delay work on the proposed sidewalk on Sunset Road from Newport to Brooks. The purpose of this delay is to repackage this project as a more wholistic corridor-long project to consider the best application(s) for vehicles, pedestrians, and bicyclists. Since this new project will likely look at the whole Sunset corridor and likely be substantially different from the original project, it will need to go through the City's Capital planning process to be reprioritized and rescheduled. Therefore, the target date for this future project is unknown at this time.

The City plans to proceed with the Newport Road portion of the sidewalk gap project in 2022, which will construct a sidewalk on the east side of Newport from Sunset to Down Up Circle. The project team will be communicating directly with adjacent property owners on this remaining portion of the project.

This update will be posted on the [project web page](#) and shared with residents.

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: dnmi-community@googlegroups.com on behalf of [Anne Bannister](#)
To: [Decriminalize Nature Ann Arbor](#)
Cc: [Chad Beyer](#); [DNMI Leadership](#); [Decriminalize Nature MI](#); [Decriminalize Nature Michigan Community](#)
Subject: Re: Notes DNMI Leadership Meeting 9/24/21
Date: Tuesday, September 28, 2021 8:09:27 PM

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<https://www.mlive.com/news/grand-rapids/2021/09/grand-rapids-stopping-short-of-decriminalizing-psychedelic-mushrooms-plants.html>

On Tue, Sep 28, 2021 at 7:38 PM Decriminalize Nature Ann Arbor
<decrimnaturea2@gmail.com> wrote:

Me too

On Tue, Sep 28, 2021, 7:28 PM Anne Bannister <[REDACTED]> wrote:

I'm watching the Grand Rapids City Council meeting LIVE:

<https://youtu.be/idIfTma-xNI>

Briefings:

<https://www.grandrapidsmi.gov/Government/City-Commission/City-Commission-Briefings/2021-09-14-Proposed-Resolutions-Climate-Crisis-Racism-as-Public-Health-Crisis-Support-for-Entheogenic-Decriminalization>

On Sat, Sep 25, 2021 at 9:53 PM Decriminalize Nature MI

<decrimnaturemi@gmail.com> wrote:

In attendance? (Julie was not there)

1.

Strategizing

SB 631 is in Judiciary and Public Safety Committee

It would be a good idea to have a meeting with Kurt Vanderwall, majority VC of the judiciary and public safety committee

Someone has offered to get a meeting with Stephanie Chang (minority vc)

Anne suggests we go to our elected officials coffee hours

Mike going to breakfast with GR legislators on Monday

We should push the coffee hour idea with our people

If people are looking for reelection, show them the power of DN, how it aligns with constituents and communities

2. Action items:

Around 500 people signed on in the bulk sign-ons sending to all 7 senators on committee.

Community meeting we had 23 people to ask to send individual letters and to share the preformatted letter and to share personal letters

Take note of the frequency of the shared one coming in but need to focus on individual stories

Oriana Mayorga came before and we'd love to have her come back for another action hour and spend the hour writing our stories. Maybe people need some extra help in writing an effective story.

Talk to your friends and make your phone calls!

At the community meeting we talked about storytelling and making calls. New faces at the meeting. Lots of medical professionals and legal professionals. We should connect with all of them in their respective fields to write personal letters.

We could ask those who were tabling EntheoFest to share email addresses with DNMI.

3. Financial

Need someone with experience to fill the treasurer position. Might have to put a call across social media to fill the position. .

*A financial report is due soon. Will Colin do it?

DNMI hasn't paid Oriana yet for her services and we need to figure that out [This is not ok].

DNMI also owes Julie money.

4. Events coming up!

Cannajam is coming up. Oct. 9th. Julie will table. We may also want other volunteers.

Traverse city – the “northern Michigan cannabis conference and masquerade”, October 16,

10:00 AM to 5 PM is the conference.

From 7 PM to 12 PM is the masquerade. Chris may go. Myc will reach out to Traverse city people to help at this event.

We need to get our table covering and our materials, and we need to order more materials (after Entheofest).

Having a few people is ideal. We could start offering volunteer opportunities, with at least 1 person from the leadership team.

5. Entheofest

It was great in every way.

Anne sent a list of suggestions.

The podium is OK as it is, unless we could have it set up like it is and also have a detachable microphone.

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We already have accomplished more than we thought possible, let's not slow down!

Chuck Ream, secretary, 9/25/2021,
with help from Leah, edited by Julie B.

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From: dnmi-community@googlegroups.com on behalf of [Anne Bannister](#)
To: [Decriminalize Nature Ann Arbor](#)
Cc: [Chad Beyer](#); [DNMI Leadership](#); [Decriminalize Nature MI](#); [Decriminalize Nature Michigan Community](#)
Subject: Re: Notes DNMI Leadership Meeting 9/24/21
Date: Wednesday, September 29, 2021 12:00:03 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

I think it passed 5 to 2 but was heavily edited? Public comments start at about 42 minutes, with Chad, Myc, Mary and more!

<https://youtu.be/idIfTma-xNI>

On Tue, Sep 28, 2021 at 8:09 PM Anne Bannister <[REDACTED]> wrote:

<https://www.mlive.com/news/grand-rapids/2021/09/grand-rapids-stopping-short-of-decriminalizing-psychedelic-mushrooms-plants.html>

On Tue, Sep 28, 2021 at 7:38 PM Decriminalize Nature Ann Arbor

<decrimnaturea2@gmail.com> wrote:

Me too

On Tue, Sep 28, 2021, 7:28 PM Anne Bannister <[REDACTED]> wrote:

I'm watching the Grand Rapids City Council meeting LIVE:

<https://youtu.be/idIfTma-xNI>

Briefings:

<https://www.grandrapidsmi.gov/Government/City-Commission/City-Commission-Briefings/2021-09-14-Proposed-Resolutions-Climate-Crisis-Racism-as-Public-Health-Crisis-Support-for-Entheogenic-Decriminalization>

On Sat, Sep 25, 2021 at 9:53 PM Decriminalize Nature MI

<decrimnaturemi@gmail.com> wrote:

In attendance? (Julie was not there)

1.

Strategizing

SB 631 is in Judiciary and Public Safety Committee

It would be a good idea to have a meeting with Kurt Vanderwall,
majority VC of the judiciary and public safety committee

Someone has offered to get a meeting with Stephanie Chang (minority

vc)

Anne suggests we go to our elected officials coffee hours

Mike going to breakfast with GR legislators on Monday

We should push the coffee hour idea with our people

If people are looking for reelection, show them the power of DN, how it aligns with constituents and communities

2. Action items:

Around 500 people signed on in the bulk sign-ons sending to all 7 senators on committee.

Community meeting we had 23 people to ask to send individual letters and to share the preformatted letter and to share personal letters
Take note of the frequency of the shared one coming in but need to focus on individual stories

Oriana Mayorga came before and we'd love to have her come back for another action hour and spend the hour writing our stories. Maybe people need some extra help in writing an effective story.

Talk to your friends and make your phone calls!

At the community meeting we talked about storytelling and making calls. New faces at the meeting. Lots of medical professionals and legal professionals. We should connect with all of them in their respective fields to write personal letters.

We could ask those who were tabling EntheoFest to share email addresses with DNMI.

3. Financial

Need someone with experience to fill the treasurer position. Might

have to put a call across social media to fill the position. .

*A financial report is due soon. Will Colin do it?

DNMI hasn't paid Oriana yet for her services and we need to figure that out [This is not ok].

DNMI also owes Julie money.

4. Events coming up!

Cannajam is coming up. Oct. 9th. Julie will table. We may also want other volunteers.

Traverse city – the “northern Michigan cannabis conference and masquerade”, October 16,

10:00 AM to 5 PM is the conference.

From 7 PM to 12 PM is the masquerade. Chris may go. Myc will reach out to Traverse city people to help at this event.

We need to get our table covering and our materials, and we need to order more materials (after Entheofest).

Having a few people is ideal. We could start offering volunteer opportunities, with at least 1 person from the leadership team.

5. Entheofest

It was great in every way.

Anne sent a list of suggestions.

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This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

I have been investigating irregularities at SafeHouse Center since February 2021. In August 2021, I interviewed multiple survivors including those with school-age children.

While on Twitter, I saw a Tweet from your organization that announced the generous donation on or around July 30 of Chromebooks to SafeHouse Center, for school-age children and survivors to use.

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Every survivor whom I've interviewed has told me that SafeHouse Center does not permit survivors or their children to use computers in the shelter. A survivor whom I spoke with almost a month after your organization made its donation described how her children were able to participate in school remotely:

She left the shelter each day (putting herself and her children in danger), and transported her school-age children to her mother's house. There, using iPad she obtained from her mother, the children were able to participate in their classes. SafeHouse staff told her after you made your donation there was no computer equipment at the shelter for her or her children to use for educational purposes.

Finally, since August, SafeHouse has been evicting its own residents. In addition, the shelter's staff are turning away victims and their children from the shelter by claiming it's full. The truth is that the shelter is not full: SafeHouse isn't staffed adequately and, as a result, victims are being turned away. I'm interviewing a woman tomorrow who, with her six-year-old, was turned away from SafeHouse yesterday. The Enough Initiative provided the woman shelter and help. However, this victim has no money, transportation or food for herself or her child.

I don't know where the computers are you purchased with donor funds and public money, or who is using them, but it's not survivors or their children. Our County's domestic violence shelter is presently turning away the women and children by whom you were misled to believe your donated computers would be used.

If you have any questions, feel free to contact me.

Here are some links for you:

[illegible]

Patricia Lesko



SafeHouse Center

2,462 Tweets


Following



SafeHouse Center @SafeHouseCenter · Jul 30

...

We thank our community partners! This is so important to families staying in our shelter.

 **United Way Washtenaw** @UWwashtenaw · Jul 30

.@SafeHouseCenter received new Chromebooks, charging stations and headphones to help youth staying at their shelters access the internet. Keeping students connected to school and work is another way United Way of Washtenaw County is proud to provide support to our community!



From: [Guajardo, Tom](#)
To: [Briggs, Erica](#); [Disch, Lisa](#); [Ever, Jen](#); [Grand, Julie](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Nelson, Elizabeth](#); [Radina, Travis](#); [Ramlawi, Ali](#); [Song, Linh](#); [Taylor, Christopher \(Mayor\)](#)
Cc: [Postema, Stephen](#)
Subject: Intervention Needed With Mr. Fournier
Date: Friday, October 1, 2021 2:17:09 PM

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I believe he is now attempting to set me up for failure by giving me written instructions to violate the law - specifically as it relates to employment standards with the City. I have made my concerns known to Mr. Postema as well. Today after further retaliation of me not following his illegal directives, he continued attacks against me. I have put Mr. Fournier on official notice that his behavior is inappropriate and unacceptable and asked him to cease and desist.

I am writing to you at this time to please instruct Mr. Postema to investigate and intervene in this situation. Mr. Fournier's unchecked and continued inappropriate behavior is now in the arena of a hostile work environment and this is causing me a great deal of stress and angst.

I look forward to your attention to this matter.

Regards,
TG

From: [Nelson, Elizabeth](#)
To: [Guajardo, Tom](#)
Subject: RE: Intervention Needed With Mr. Fournier
Date: Friday, October 1, 2021 3:41:00 PM

Hi,

I appreciate you reaching out, I am very concerned. If you are interested in a conversation, my number is below.

Elizabeth Nelson

 (cell- can text)

From: Guajardo, Tom <TGuajardo@a2gov.org>
Sent: Friday, October 1, 2021 2:17 PM
To: Briggs, Erica <EBriggs@a2gov.org>; Disch, Lisa <LDisch@a2gov.org>; Eyer, Jen <JEyer@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Radina, Travis <TRadina@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>; Song, Linh <LSong@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>
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From: [Ramlawi, Ali](#)
To: [Vivienne Armentrout](#)
Subject: Fwd: Intervention Needed With Mr. Fournier
Date: Saturday, October 2, 2021 8:38:58 PM

Per your request.

Thank you For all you do as well!

Mad respect.
Ali

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From: [vnarmentrout](#)
To: [Ramlawi, Ali](#)
Subject: Re: Fwd: Intervention Needed With Mr. Fournier
Date: Saturday, October 2, 2021 10:33:07 PM

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I am so happy to know you.

On 10/2/2021 8:38 PM, Ramlawi, Ali wrote:

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From: [Briggs, Erica](#)
To: [Guajardo, Tom](#)
Subject: RE: Intervention Needed With Mr. Fournier
Date: Monday, October 4, 2021 1:21:00 PM

Mr. Guajardo:

I would like to thank you for reaching out to Council regarding your concerns. Based on the communications from I've received from our legal department, it appears these concerns are being taken seriously and you are providing more information to Mr. Postema regarding the nature of your concerns. It is my understanding that these concerns will form the basis for an investigation into Mr. Fournier's conduct.

I wanted to respond to confirm I have received your message, but I think all future communications are probably best directed through the Mayor (and Administration Committee) and the City Attorney's office. I do think your observation that there is no formal system for lodging complaints against the Senior Administrator is an important one and I'll be asking the Administration Committee to develop one. It's difficult enough to have concerns, but not having a formal process places unnecessary additional stress.

Thanks for your service to our City,
Erica

Erica Briggs, Ward 5 City Council Representative (she/her/hers)

Email: ebiggs@a2gov.org

Cell: [REDACTED]

www.a2gov.org

From: Guajardo, Tom <TGuajardo@a2gov.org>

Sent: Friday, October 1, 2021 2:17 PM

To: Briggs, Erica <EBriggs@a2gov.org>; Disch, Lisa <LDisch@a2gov.org>; Eyer, Jen <JEyer@a2gov.org>; Grand, Julie <JGrand@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Radina, Travis <TRadina@a2gov.org>; Ramlawi, Ali <ARamlawi@a2gov.org>; Song, Linh <LSong@a2gov.org>; Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Cc: Postema, Stephen <SPostema@a2gov.org>

Subject: Intervention Needed With Mr. Fournier

Good afternoon, Mayor Taylor and City Council Members – I am writing to you today to make a formal complaint of harassment and retaliation against Mr. John Fournier, since employees do not have a formal system to lodge complaints against the top leadership position of the city. Mr. Fournier and I have had a contentious relationship since the on-boarding of my employment and things have increasingly gotten worse since he has become the Interim City Administrator. I have warned him on several occasions that I would eventually bring my complaints to you and the city council if he continued his blatant discrimination against me.

I believe he is now attempting to set me up for failure by giving me written instructions to violate the law - specifically as it relates to employment standards with the City. I have made my concerns known to Mr. Postema as well. Today after further retaliation of me not following his illegal directives, he continued attacks against me. I have put Mr. Fournier on official notice that his behavior is inappropriate and unacceptable and asked him to cease and desist.

I am writing to you at this time to please instruct Mr. Postema to investigate and intervene in this situation. Mr. Fournier's unchecked and continued inappropriate behavior is now in the arena of a hostile work environment and this is causing me a great deal of stress and angst.

I look forward to your attention to this matter.

Regards,
TG

From: [Guajardo, Tom](#)
To: [Postema, Stephen](#); [Briggs, Erica](#); [Disch, Lisa](#); [Ever, Jen](#); [Grand, Julie](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Nelson, Elizabeth](#); [Radina, Travis](#); [Ramlawi, Ali](#); [Song, Linh](#); [Taylor, Christopher \(Mayor\)](#)
Subject: Follow-Up on Formal Complaint against Interim City Administrator, John Fournier
Date: Monday, October 4, 2021 3:56:06 PM
Attachments: [Formal Complaint - J.Fournier.pdf](#)

Good afternoon, Mayor Taylor and City Council Members - This memo is to follow up on my formal complaint email from Friday, 10/1, against the Interim City Administrator, John Fournier.

As a standard practice in any HR investigation, it is standard procedure to remove (suspend) the person being accused if there is reason to believe there may be further retaliation from the employee in question. Removing the employee in question is also considered critical to protect the integrity of the investigation to eliminate the employee (especially someone that holds power) from witness tampering and/or destruction of evidence.

I reiterated this standard to Mr. Postema over this past weekend after filing my claim and I told him that I was extremely concerned that this standard HR process must be followed. I am extremely disappointed to report that Mr. Postema has failed to protect my rights as a whistleblower as well as protect the integrity of this investigation, as Mr. Fournier has since sent me emails over the weekend and attended a meeting that I was present at today, 10/4. I again called Mr. Postema this morning and told him that his behavior is providing more protections to Mr. Fournier in this process than it is to myself as a whistleblower.

Since the City Attorney cannot be trusted to follow guidelines for protecting whistleblowers, I ask you - Mayor and City Council Members to pass an emergency order removing Mr. Fournier from any and all contact with myself or other City employees, during this investigation – this would include Milton Dohoney.

-
Please see attached document for full details of my complaint.

Regards,
TG

From: [Griswold, Kathy](#)
To: [Briggs, Erica](#)
Cc: [Taylor, Christopher \(Mayor\)](#); [Disch, Lisa](#); [Hayner, Jeff](#); [P. L.](#); [Anne Bannister](#); [REDACTED] [Jane Lumm](#)
Subject: Re: Comprehensive Vision Zero Plan -- Future improvements and OMA Violation
Date: Thursday, October 7, 2021 12:36:00 PM

Erica,

I agree that implementation is needed and we must prioritize the actions that will have the greatest impact on pedestrian safety. One action is to immediately and more aggressively address the pedestrian crashes along Huron – where my young friend was hit and taken for dead by her sister.

Other priorities are improving sight-distance at crosswalks by proactively enforcing the vegetation ordinance, eliminating the water that collects at the edges of crosswalks (ice in winter), illuminating all crosswalks and maintaining a “safe passageway” in the public right-of-way for cyclists and pedestrians to step out of the street when challenged by a vehicle. I acknowledge the contributions of the Transportation Commission. However, many of these actions are outside the scope of the Transportation Commission.

I would welcome the opportunity to discuss these priorities and other operational opportunities for improving safety and reducing our crash rate. However, communications between council members during a meeting are a violation of OMA.

A future Council discussion on operational improvements may be useful. My previous requests and resolutions, even when passed by Council, have not resulted in meaningful operational improvement. We also need to review our internal processes that resulted in the City staff and the Transportation Commission supporting the Traver sidewalk/school drop-off zone, given the recent statements by our Lowertown Mobility Study engineering consultants.

With all that said, I’m optimistic Milton Dohoney will bring valuable leadership in problem solving, project implementation and operational oversight to improve the operation of our nonmotorized environment.

All the best,
Kathy

From: "Briggs, Erica" <EBriggs@a2gov.org>
Date: Monday, October 4, 2021 at 7:37 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Comprehensive Vision Zero Plan

CM Griswold,

In response to your plea to Council, I draw your attention to the Comprehensive Vision Zero Transportation Plan we unanimously adopted in June.

https://www.a2gov.org/departments/engineering/Documents/Ann%20Arbor%20Moving%20Together_Final%20Plan_June%202021.pdf

Now we need to implement it.

Sincerely ,
Erica

Erica Briggs, Ward 5 City Council Representative (she/her/hers)

Email: ebriggs@a2gov.org

Cell: [REDACTED]

www.a2gov.org

From: [Nelson, Elizabeth](#)
To: [Hunters](#)
Cc: [Jack Eaton](#)
Subject: RE: Dicken Woods
Date: Saturday, October 9, 2021 5:40:00 PM

Thanks for your patience with me! Can we get together tomorrow afternoon? I'm flexible, just about anytime in the afternoon, I don't have any commitments. Suggest a time and I will knock on your door. Alternatively, I am free on Tuesday, whenever.

Elizabeth

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

From: Hunters <huntersofa2@aol.com>
Sent: Friday, October 8, 2021 12:04 PM
To: Nelson, Elizabeth <ENelson@a2gov.org>
Cc: Jack Eaton <[REDACTED]>
Subject: Dicken Woods

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Hi Elizabeth,

Many neighbors have questions about the proposed "water pipes" and sidewalk extending from S. Maple down to the end of Dicken. I talked with a very nice surveyor who gave me a lot of information which didn't make a lot of practical sense to me so I must be missing something. At the time he was taking picture of trees to be taken down.

So, what are the chances of you meeting me at the end of Dicken sometime to just walk and talk along there? I can be available almost any time.

Thanks so much for everything you do for all of us.

Stephanie Hunter (across the street from Jack)

Sent from my iPad

From: [Eric Sturgis](#)
To: [Griswold, Kathy](#)
Cc: [Hayner, Jeff](#)
Subject: Re: Pay Raise for Mr. John Fournier
Date: Wednesday, October 13, 2021 2:23:54 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Thank you CM Griswold. I was hoping you or Jeff would bring back the resolution that was passed regarding Mr. Fournier's investigation. It is clear that Mr. Guajardo is affected as he had to take vacation time. I believe the Police Chief was put on leave as well.

On Wed, Oct 13, 2021 at 12:52 PM Griswold, Kathy <KGriswold@a2gov.org> wrote:

The window has closed for any Council consideration. Mr. Mahoney starts effective October 18, the date of our next Council meeting. Mr. Mahoney would be responsible for any salary adjustment.

Kathy

From: Eric Sturgis <[REDACTED]>
Date: Wednesday, October 13, 2021 at 1:08 PM
To: "Hayner, Jeff" <JHayner@a2gov.org>, "Griswold, Kathy" <KGriswold@a2gov.org>
Subject: Pay Raise for Mr. John Fournier

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

CM Hayner and Griswold:

Do you know if the pay raise is still being considered for Mr. Fournier with the current investigations going on?

Thanks,

Eric

--

Eric A Sturgis

| [REDACTED]

--
Eric A Sturgis
[REDACTED]

From: [Editor A2Indy](#)
To: [CityCouncil](#)
Subject: Chief Cox/Ticket Fix for Wife
Date: Thursday, October 14, 2021 4:55:12 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Hello,

I have public records released to me by the Michigan State Police that a speeding ticket issued to [REDACTED] wife of Chief Michael Cox, was voided as a "professional courtesy," after Cox contacted the MSP. This is, of course, ticket fixing. Police Chiefs in other cities have been fired and, indeed, prosecuted for fixing tickets, including for family members.

Chief Cox did not reply when asked for a comment.

I want to give you all an opportunity to weigh in on this matter, as the Interim City Administrator is presently under investigation for racial harassment, among other things, according to the 43-page report submitted to you. His credibility is suspect at this point.

The piece will be published on Monday.

Pat Lesko

From: [Griswold, Kathy](#)
To: [Editor A2Indy](#)
Subject: Re: Chief Cox/Ticket Fix for Wife
Date: Friday, October 15, 2021 1:57:22 PM

Hello Pat,

I am replying as your friend, not for publication.

Please consider the following points.

- Your articles on SafeHouse were objective and professional. You can be proud of the articles and the resulting actions that will improve conditions for victims of domestic violence in our community.
- The ticket in question was investigated. I do not have all the information. You may be able to FOIA the relevant communications, I'm not sure.
- If you had a staff of reporters, would you assign this article to a reporter who had a history of Ann Arbor Police confrontation? I know you are objective, but the perception might be otherwise.
- Without all the facts, are you being set up by someone with an agenda that is inconsistent with your own interests? Just a thought.
- Are you risking the reputation of the A2Indy by basing an article on incomplete information and questionable theories?
- Is the format of the ticket (without fine amount specified), the location of the violation (one of the most conservative areas in SE Michigan and the former home of the Michigan KKK) or the race of the driver relevant to the alleged and actual actions?

Fondly,
Kathy

On 10/14/21, 4:55 PM, "Editor A2Indy" <editor@a2independent.com> wrote:

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Hello,

I have public records released to me by the Michigan State Police that a speeding ticket issued to [REDACTED] wife of Chief Michael Cox, was voided as a "professional courtesy," after Cox contacted the MSP. This is, of course, ticket fixing. Police Chiefs in other cities have been fired and, indeed, prosecuted for fixing tickets, including for family members.

Chief Cox did not reply when asked for a comment.

I want to give you all an opportunity to weigh in on this matter, as the Interim City Administrator is presently under investigation for racial harassment, among other things, according to the 43-page report submitted to you. His credibility is suspect at this point.

The piece will be published on Monday.

Pat Lesko

From: [Ralph McKee](#)
To: [Judy Mattis](#)
Subject: Blue Rays Trio+ @ Art Hop Saturday 1-3
Date: Friday, October 15, 2021 5:22:33 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Now that it looks like the weather will cooperate (forecast chilly but sunny), we're planning on playing at Art Hop (Tim Douthit's front lawn at 850 Mt. Pleasant, Seventh and Pauline area) 1-3 tomorrow (Saturday 10/16). Probably the last chance to play outside this year. Come on out if you can (as always, bring a lawn chair). Art Hop is a fun event, wander the neighborhood and see good art.

From: [Editor A2Indy](#)
To: [Griswold, Kathy](#)
Subject: Re: Chief Cox/Ticket Fix for Wife
Date: Sunday, October 17, 2021 5:16:14 PM
Attachments: [Screen Shot 2021-10-17 at 5.06.40 PM.png](#)

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Hi Kathy,

Attached is a screenshot of the July 31 email I sent to Crawford and Cox. What they should have done is to have responded and said, "We investigated this and didn't find any problem with what the Chief did," or "We investigated this and we considered a three-day suspension, but decided against it, because we found the Chief's conduct did not violate any ethical standards, or City rules regarding accepting favors."

Instead, as you told me, Crawford consulted you (in secret), and investigated the Chief's actions (in secret), did not reply to me at all and (in secret providing no justification) made an administrative decision that hid what the Chief did.

Sorry, but the lack of response, secret discussions and secret decision-making made it a story. Crawford was stupid to take care of this (fix it, as it were) behind the scenes while asking the opinion of one of his bosses (in secret).

In my opinion, by allowing him to consult you about this in secret, you made the wrong decision and compromised your objectivity.

I'm happy to chat about it, but I hope you can see how secret deliberations within city government are not in the best interests of the public. Public records show the AAPD issued Jane Lumm (while she was on Council) multiple moving violation tickets which Jane paid. Jane didn't consult the City Administrator, or call a friend at the Court to inquire about some aspect of her tickets and then accept her tickets being voided. She paid the fines.

Best wishes,

Pat

On 10/15/21 1:57 PM, Griswold, Kathy wrote:

> Hello Pat,

>

> I am replying as your friend, not for publication.

>

> Please consider the following points.

> • Your articles on SafeHouse were objective and professional. You can be proud of the articles and the resulting actions that will improve conditions for victims of domestic violence in our community.

> • The ticket in question was investigated. I do not have all the information. You may be able to FOIA the relevant communications, I'm not sure.

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confrontation? I know you are objective, but the perception might be otherwise.

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>

> Fondly,

> Kathy

>

>

> On 10/14/21, 4:55 PM, "Editor A2Indy" <editor@a2independent.com> wrote:

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>

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>

> The piece will be published on Monday.

>

> Pat Lesko

>

>

From Me <editor@a2independent.com> ☆

Subject Ticket fixing, comments requested

To mcox@a2.gov ☆

Cc TCrawford@a2gov.org ☆

Reply

Reply All ▾

Forward

Archive

Junk

Delete

More ▾

7/31/21, 11:29 PM

Chief Cox,

I'm writing a piece about a speeding ticket issued to your wife [REDACTED] on November 23, 2020 by the Michigan State Police. Public records released in response to a FOIA show that the ticket issued to your wife was voided. When I asked, MSP officials explained that, in response to a call from you inquiring about the ticket, as a "professional courtesy," the MSP official with whom you spoke offered to void the speeding ticket issued to your wife, and you accepted the offer.

Do you have any comment? Have MSP officials misrepresented your interaction in any way?

Mr. Crawford, I want to give you an opportunity to comment, as well. I'd also like to know, Mr. Crawford, if the AAPD has a written, "no fix" policy in place, as do police departments nationwide.

Sincerely,

Patricia Lesko

[REDACTED]

From: [Griswold, Kathy](#)
To: [Editor A2Indy](#)
Subject: Re: Chief Cox/Ticket Fix for Wife
Date: Sunday, October 17, 2021 7:05:01 PM

The consultation was not in secret and to my knowledge Crawford contacted multiple council members and also discussed it with the legal department. I do not remember if we discuss this in a closed session but I will check my notes and let you know. Nothing seemed secretive to me. If there is an investigation and the issue is resolved, I don't believe there is anything to report to the public as it is an employee issue.

Get [Outlook for Android](#)

From: Editor A2Indy <editor@a2independent.com>
Sent: Sunday, October 17, 2021 5:16:19 PM
To: Griswold, Kathy <KGriswold@a2gov.org>
Subject: Re: Chief Cox/Ticket Fix for Wife

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Hi Kathy,

Attached is a screenshot of the July 31 email I sent to Crawford and Cox. What they should have done is to have responded and said, "We investigated this and didn't find any problem with what the Chief did," or "We investigated this and we considered a three-day suspension, but decided against it, because we found the Chief's conduct did not violate any ethical standards, or City rules regarding accepting favors."

Instead, as you told me, Crawford consulted you (in secret), and investigated the Chief's actions (in secret), did not reply to me at all and (in secret providing no justification) made an administrative decision that hid what the Chief did.

Sorry, but the lack of response, secret discussions and secret decision-making made it a story. Crawford was stupid to take care of this (fix it, as it were) behind the scenes while asking the opinion of one of his bosses (in secret).

In my opinion, by allowing him to consult you about this in secret, you made the wrong decision and compromised your objectivity.

I'm happy to chat about it, but I hope you can see how secret deliberations within city government are not in the best interests of the public. Public records show the AAPD issued Jane Lumm (while she was on Council) multiple moving violation tickets which Jane paid. Jane didn't consult the City Administrator, or call a friend at the Court to inquire about some aspect of her tickets and then accept her tickets being voided. She paid the fines.

Best wishes,

Pat

On 10/15/21 1:57 PM, Griswold, Kathy wrote:

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>

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>

> Please consider the following points.

> • Your articles on SafeHouse were objective and professional. You can be proud of the articles and the resulting actions that will improve conditions for victims of domestic violence in our community.

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>

> Fondly,

> Kathy

>

>

> On 10/14/21, 4:55 PM, "Editor A2Indy" <editor@a2independent.com> wrote:

>

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> Chief Cox did not reply when asked for a comment.

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> I want to give you all an opportunity to weigh in on this matter, as the Interim City Administrator is presently under investigation for racial harassment, among other things, according to the 43-page report submitted to you. His credibility is suspect at this point.

>

> The piece will be published on Monday.

>
>
>
>
>

Pat Lesko

From: [Griswold, Kathy](#)
To: [Editor A2Indy](#)
Subject: Re: Chief Cox/Ticket Fix for Wife
Date: Sunday, October 17, 2021 7:39:24 PM

Do you have the name of the MSP employee who updated you on this ticket? Their remarks are not consistent with the sequence of events related to this ticket.

On 10/17/21, 5:16 PM, "Editor A2Indy" <editor@a2independent.com> wrote:

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> Chief Cox did not reply when asked for a comment.

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>

> The piece will be published on Monday.

>

> Pat Lesko

>

>

>

From: [Hayner, Jeff](#)
To: [Editor A2Indy](#)
Subject: RE: Chief Cox/Ticket Fix for Wife
Date: Monday, October 18, 2021 9:08:00 AM

I have no comment without seeing all the paperwork around this other than to ask when did this occur, and to say that I believe it is at the base of our justice system that no one is above the law.

Jeff Hayner

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

From: Editor A2Indy <editor@a2independent.com>
Sent: Thursday, October 14, 2021 4:55 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: Chief Cox/Ticket Fix for Wife

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The piece will be published on Monday.

Pat Lesko

From: [Editor A2Indy](#)
To: [Hayner, Jeff](#)
Subject: Re: Chief Cox/Ticket Fix for Wife
Date: Monday, October 18, 2021 10:13:20 AM
Attachments: [Screen Shot 2021-10-17 at 5.06.40 PM.png](#)

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

It happened in November of 2020. Attached is a screenshot of the ticket and the email I sent to Cox and Crawford. The ticket is marked "void." I have been told that after I contacted Crawford and Cox (July 2021), the two men met and Crawford entertained the idea of a 3-day suspension, but ultimately decided against it. In other words, the decision was made in secret.

Pat

On 10/18/21 9:08 AM, Hayner, Jeff wrote:

> I have no comment without seeing all the paperwork around this other than to ask when did this occur, and to say that I believe it is at the base of our justice system that no one is above the law.

>

> Jeff Hayner

>

> -----Original Message-----

> From: Editor A2Indy <editor@a2independent.com>

> Sent: Thursday, October 14, 2021 4:55 PM

> To: CityCouncil <CityCouncil@a2gov.org>

> Subject: Chief Cox/Ticket Fix for Wife

>

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>

> Hello,

>

> I have public records released to me by the Michigan State Police that a speeding ticket issued to [REDACTED] wife of Chief Michael Cox, was voided as a "professional courtesy," after Cox contacted the MSP. This is, of course, ticket fixing. Police Chiefs in other cities have been fired and, indeed, prosecuted for fixing tickets, including for family members.

>

> Chief Cox did not reply when asked for a comment.

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> I want to give you all an opportunity to weigh in on this matter, as the Interim City Administrator is presently under investigation for racial harassment, among other things, according to the 43-page report submitted to you. His credibility is suspect at this point.

>

> The piece will be published on Monday.

>

> Pat Lesko

>

From Me <editor@a2independent.com> ☆

Subject Ticket fixing, comments requested

To mcox@a2.gov ☆

Cc TCrawford@a2gov.org ☆

Reply

Reply All ▾

Forward

Archive

Junk

Delete

More ▾

7/31/21, 11:29 PM

Chief Cox,

I'm writing a piece about a speeding ticket issued to your wife [REDACTED] on November 23, 2020 by the Michigan State Police. Public records released in response to a FOIA show that the ticket issued to your wife was voided. When I asked, MSP officials explained that, in response to a call from you inquiring about the ticket, as a "professional courtesy," the MSP official with whom you spoke offered to void the speeding ticket issued to your wife, and you accepted the offer.

Do you have any comment? Have MSP officials misrepresented your interaction in any way?

Mr. Crawford, I want to give you an opportunity to comment, as well. I'd also like to know, Mr. Crawford, if the AAPD has a written, "no fix" policy in place, as do police departments nationwide.

Sincerely,

Patricia Lesko

[REDACTED]

From: [Hayner, Jeff](#)
To: [Editor A2Indy](#)
Subject: RE: Chief Cox/Ticket Fix for Wife
Date: Monday, October 18, 2021 10:24:00 AM

Thank you.

I'm sorry to see this has happened. I respect Chief Cox, he has always treated me with respect and I appreciate his open-door policy. I support the programs and policing methods he is trying to implement here, despite the utter lack of support from a majority of City Council, our mayor and former/current City Administrators. As a public official I certainly would not seek to have a ticket overturned and do not expect our police chief to do so either. Ticket fixing is an ethical lapse which erodes trust in government. I will speak to him about it at our monthly meeting today.

Sincerely,

Jeff Hayner
Ward 1 City Council

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

From: Editor A2Indy <editor@a2independent.com>
Sent: Monday, October 18, 2021 10:13 AM
To: Hayner, Jeff <JHayner@a2gov.org>
Subject: Re: Chief Cox/Ticket Fix for Wife

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

It happened in November of 2020. Attached is a screenshot of the ticket and the email I sent to Cox and Crawford. The ticket is marked "void." I have been told that after I contacted Crawford and Cox (July 2021), the two men met and Crawford entertained the idea of a 3-day suspension, but ultimately decided against it. In other words, the decision was made in secret.

Pat

On 10/18/21 9:08 AM, Hayner, Jeff wrote:

> I have no comment without seeing all the paperwork around this other than to ask when did this occur, and to say that I believe it is at the base of our justice system that no one is above the law.

>

> Jeff Hayner

>

> -----Original Message-----

> From: Editor A2Indy <editor@a2independent.com>
> Sent: Thursday, October 14, 2021 4:55 PM
> To: CityCouncil <CityCouncil@a2gov.org>
> Subject: Chief Cox/Ticket Fix for Wife

>

> This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

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> Hello,

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> I have public records released to me by the Michigan State Police that a speeding ticket issued to [REDACTED] wife of Chief Michael Cox, was voided as a "professional courtesy," after Cox contacted the MSP. This is, of course, ticket fixing. Police Chiefs in other cities have been fired and, indeed, prosecuted for fixing tickets, including for family members.

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> Pat Lesko

>

From: [Ralph McKee](#)
To: [Taylor, Christopher \(Mayor\)](#); [Briggs, Erica](#); [Ramlawi, Ali](#); [Nelson, Elizabeth](#); [Eyer, Jen](#); [Radina, Travis](#); [Grand, Julie](#); [Song, Linh](#); [Griswold, Kathy](#); [Disch, Lisa](#); [Hayner, Jeff](#)
Subject: DC-2, DC-1, FOIA
Date: Monday, October 18, 2021 1:23:20 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

I am writing re 3 items: 1) allocation of funds resolution (DC-2), 2) EMCD bridge project (DC-1), and 3) the city's recent responses to FOIA requests.

DC-2. The timing contained in DC-2 is way too short for a “robust” public engagement plan, and there is no deadline or other reason supporting such a truncated process. The staff memo attempts to support the short schedule by comparing to the county's process, but that comparison is not apt because, according to the memo, the county commissioners met ten times before actually finalizing the allocation. There is no chance of that happening here. And we have no idea yet of whether staff actually has designed a process yet, what the process will be (referring to a “toolbox” and the like is not very helpful), or when it will start or end.

My best guess is it will take staff a couple of weeks to set up the process, there will be some webinars in November where staff will take most of the time explaining the “preferred options” and politely take questions without giving in-depth answers, there will be a survey slanted in favor of the proposed projects, and then a mad scramble in the few days left after Thanksgiving to figure out how to cut \$17M out of the \$41M staff wish list.

As to the substance, my understanding is that these funds were intended to help those hurt by the pandemic (“recovery funds”). But only a small portion of the proposed uses of funds addresses those needs. Instead, the lion's share is proposed to be used for projects that should wait for the infrastructure funds that are now being considered by Congress. For example, of the \$41M, about \$10M is bike infrastructure (\$4M for the Miller “bike facility”, which is only vaguely defined, plus, say, \$6M of the \$9.5M allocated to various other bike and pedestrian projects). How does this help the recently evicted, the jobless, etc.? Indirectly, over a long period of time, perhaps, but these funds were intended to help those disadvantaged by the pandemic, NOW.

DC-1. It is interesting at the outset to note that the comments of those seeking to stop, slow down, or change the EMCD bridge project (“we need more public input”, “we should have a commission study this carefully”, “staff didn't consider all the right factors”, etc.) are remarkably similar to the comments sometimes made by others who the first group often attack as “antis” or “obstructionists”. I guess staff is pretty much perfect except when they propose something YOU don't like, and public engagement is good when YOU want it.

I have not studied the bridge issues carefully yet, but I did glean several important points early in the staff memo: 1) the bridge urgently needs repair, 2) the U is willing to pay 50% of the roughly \$3M cost of rehabbing the bridge (\$1.5M), and all of the cost of widening the bridge, 3) the U is adamant that it will not pay unless the bridge is widened for an extra traffic lane, 4) traffic to the hospital is expected to increase, 5) 70% of patients going to the hospital are from out of town, and, in general, patients are often not able to bike or walk to the hospital, so vehicle traffic will always be heavy.

So why do you want to hold this up? I believe the U will be amenable to incorporating the trail connections under the bridge, and we could certainly use the money saved on bridge repair to do some serious pedestrian and bike safety improvements there or elsewhere. Please don't let anti-vehicle ideology/zealotry overwhelm pragmatism here. Remember what happened re the Stadium bridge, where repairs were delayed and chunks of concrete started to fall onto State Street, or, worse, the Minnesota bridge collapse.

Finally, I wanted to point out one of the major flaws in the letter you got from WBWC. One of the two requests in that letter was to add 5' width to the bridge sidewalk. But the letter does not propose how to accomplish that. Make the bridge wider by 15' instead of 11 (query who pays)? Widen the bridge by 5' and pay for it ourselves? Narrow the lanes, like on Packard, again, paying for the bridge work ourselves? There are probably more alternatives, but you get the idea. Please, WBWC, if you want to win over skeptics to your vision, you're going to have to do better than this half-baked "proposal".

FOIA. There are 3 FOIA requests made recently, by Jack Eaton, Vivienne Armentrout, and Ryan Stanton of M-Live, respectively, which our city attorney has delayed, saying, essentially, more time is needed to "process" them. That is bunk. All 3 of the requests were narrow (Mr. Stanton's was for ONE document), and it shouldn't take significant time to figure out what should be redacted from such small sets of documents. Not coincidentally (IMO), these requests were on sensitive topics involving the assistant city administrator. Even if there is nothing to hide, delaying sure makes it look like there is. And I have zero confidence in our city attorney's handling of FOIA requests after he illegally and completely failed to respond re the domestic incident at CM Eyer's household, which an M-Live request asked for. Mr. Postema had to be overruled (correctly) by the now-departed city administrator Tom Crawford, a non-lawyer. Please direct Mr. Postema to speed it up, NOW.

From: [Anne Bannister](#)
To: [PAC Distribution](#)
Cc: shunahsji@trueearth.org; robin@trueearth.org; [Disch, Lisa](#); [Hayner, Jeff](#); [Griswold, Kathy](#)
Subject: Community Food Forest
Date: Monday, October 18, 2021 3:30:44 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Dear Parks Advisory Commission,

Please approve the Community Food Forest at Leslie Park and Arrowwood going forward.

Last Saturday I attended an event at the Community Food Forest and it was an absolutely spectacular demonstration of an abundance of community benefits! People of all ages and all walks of life were there together singing, talking, and learning about growing and harvesting food.

It was clearly a part of the solution to resilience and sustainability in the future and we need exponentially more of these programs all over the city.

Thanks for listening!
Anne Bannister
Former Ward 1 Councilmember
[REDACTED]
Ann Arbor, MI 48104
[REDACTED]

From: [Ramlawi, Ali](#)
To: [Guajardo, Tom](#)
Subject: Fwd: Issues of Discrimination and Retaliation
Date: Monday, October 18, 2021 5:16:47 PM

Mr. Guajardo.

I am forwarding you this email from a highly concerned spouse of a city employee who works in the Water Dept.

I ask that this correspondence serve as a request for an investigation in this particular matter involving city employee [REDACTED].

Please confirm receipt and what the next action the HR dept will follow up with.

Respectfully.
CM Ramlawi
Get [Outlook for iOS](#)

From: Jacob Kovoov [REDACTED]
Sent: Thursday, October 14, 2021 10:46:32 AM
To: Ramlawi, Ali <ARamlawi@a2gov.org>
Subject: Issues of Discrimination and Retaliation

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Dear Councilman, Ramlawi,

I am writing this to inform you about the issues existing in the Water Treatment Department. My wife [REDACTED] started working as an Environmental Lab Analyst in 2017. She started as a temporary employee in February 2017 and later confirmed as a permanent employee in April 2017.

The hiring plant manager did not want to hire her permanent even though she was the most qualified and experienced of all the applicants for that position. In fact, water treatment experience is a requirement for that posted job position of Environmental Laboratory Analyst. The plant manager preferred to hire the inexperienced (in water treatment) Caucasian employees instead. Finally, [REDACTED] got hired when they couldn't find any other Caucasian applicants to fill the last position. As a matter of fact, my wife is the first colored employee in the history of the water treatment lab.

Shortly after hiring [REDACTED] the water treatment plant management found ways to harass and discipline her for no reasons. The whole idea is to make a hostile workplace for my wife so that she would quit on her own or she could be fired through progressive discipline by filing fabricated charges. This approach is still in place, and they are practicing it to this date. That is being confirmed by the study reports from the outside 'Make it Plain' consulting agency from Cincinnati who was hired to study the issues at the Environmental Lab by the City of Ann Arbor. The sad part is that the Human Resources Department who is supposed to be neutral to all employees is not doing anything to stop this unlawful act. Instead, it looks like they are

violating their own policies to aid and abet this harassment, discrimination, and retaliation and eventually punish the victim.

My wife made several complaints to the HR against discrimination, harassment, and retaliation against her. None of those were investigated in good faith or not investigated at all, even though she provided all the supporting evidence. On the contrary, the fabricated false complaints filed by Caucasian employees against my wife were acted up on swiftly and disciplinary actions were taken. The management needs only a complaint from Caucasian employees to take adverse action, no violations or evidence is required. So, the disparity in treatment is like day and night. If your office launches an investigation into this issue, we could provide all the supporting evidence.

I would kindly request you to look into this issue so that the City policy of zero tolerance towards discrimination, harassment and retaliation can be held high. I hope the City of Ann Arbor can be a place where employees of color can work without the fear of discrimination and retaliation.

Thank you.

Respectfully,

Jacob Kovoov

A black rectangular redaction box covering the signature of Jacob Kovoov.

From: [Anne Bannister](#)
To: [Beaudry, Jacqueline](#)
Cc: [Hayner, Jeff](#); [Disch, Lisa](#); [Griswold, Kathy](#)
Subject: Two callers shut out from the Public Hearing on Concordia Pines
Date: Monday, October 18, 2021 9:05:46 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Hello Ms. Jackie Beaudry,
I've heard from two people who tried to call into the public hearing for Concordia Pines and could not get through!

James D'Amore was the mysterious "411" caller who couldn't get through.

Should Public Hearing be reopened?

Thanks,
Anne

From: [Editor A2Indy](#)
To: [Eyer, Jen](#); [Song, Linh](#); [Radina, Travis](#); [Nelson, Elizabeth](#); [Briggs, Erica](#); [Hayner, Jeff](#)
Subject: Social media blocking
Date: Tuesday, October 19, 2021 3:00:54 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Council members,

The newspaper, represented by the Knight First Amendment Institute at Columbia University, is seeking to stop local elected officials from engaging in viewpoint discrimination on social media. It was the Knight Institute that successfully sued then President Donald Trump for practicing viewpoint discrimination (<https://knightcolumbia.org/cases/knight-institute-v-trump>). I initially contacted the Knight Institute to sue CM Briggs, who persists in her block of @A2Indy and others on social media. Katie Fallow, Senior Staff Attorney, and the attorney who successfully argued *Knight First Amendment Institute v. Trump* through the courts and up to the Second Circuit, is representing *The Ann Arbor Independent*.

I put a call out on Twitter for registered voters to send screen caps of any social media blocks by elected officials. You are included in this email because you have blocked @A2Indy or others on social media, or if you have spoken on social media about practicing viewpoint discrimination. I have screen caps from registered voters that show you (Eyer, Song, Radina, Nelson and Briggs) have blocked individuals on social media. CM Hayner, you have spoken on social media about viewpoint discrimination.

Before I write about this, I want to check in.

As an aside, multiple individuals whom you've appointed to Boards and Commissions have taken their leads from you: they also practice viewpoint discrimination while using their social media accounts as public fora where they discuss the people's business. I have asked that the Knight Institute weigh in on whether the same legal precedent established by *Knight First Amendment Institute v. Trump* would apply to your political appointees. They carry out the people's business, spend the people's money, and use the people's resources to conduct business, and talk about it all on social media to the people whose viewpoints they like.

It is an embarrassment that, like Donald Trump, elected and appointed officials in our City feel free to violate the First Amendment rights of those whose opinions make them uncomfortable, or angry.

Sincerely,

Pat Lesko

From: [Hayner, Jeff](#)
To: [Editor A2Indy](#)
Subject: RE: Social media blocking
Date: Tuesday, October 19, 2021 5:36:00 PM

Dear Ms. Lesko,

You are no doubt correct that I have spoken on social media about viewpoint discrimination, although I can't recall the content of those remarks. I have in the past been blocked by many elected officials and appointed officials for no good reason, in my opinion.

As to my own social media (Facebook only) I have no way to keep angry, demeaning, vulgar and threatening comments off of my private (Jeff Hayner the person, not Jeff Hayner the elected official) Facebook page without blocking. Anything that appears on my page is attributed to and associated with me, so control of that content is necessary. Before I started blocking, my page was filled with abusive content posted by a handful of well-known residents, elected officials, and their paid operatives, and I spent countless hours monitoring it. I would rather remove myself from social media completely than waste the time constantly monitoring my page. I am not a man of means, I cannot afford to hire a PR professional to monitor and maintain my private page. It's absurd to think that somehow people are prevented from seeing what I am saying, as there are people who constantly monitor and re-post items from my page on other pages, I don't think I need to expand on the obviousness of this. It's equally absurd to think that someone I have blocked cannot contact me or share their opinion with me as I have both a public email address for city business, and a public phone number for city business, both of which are posted on my page. I don't view blocking as discrimination, only self-preservation. When I heard about the "viewpoint discrimination" lawsuit, I sought help from a social media hobbyist to find a better way to control my page without blocking, and apparently this is possible, but my outdated computer system does not allow me to implement this. So that's where I stand. If I am somehow forced by court order to allow abusive posts on my personal page, I will shut down my page; is that an improvement to transparency?

Sincerely,

Jeff Hayner
Ward 1 City Council

From: Editor A2Indy <editor@a2independent.com>
Sent: Tuesday, October 19, 2021 3:01 PM
To: Eyer, Jen <JEyer@a2gov.org>; Song, Linh <LSong@a2gov.org>; Radina, Travis <TRadina@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Briggs, Erica <EBriggs@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
Subject: Social media blocking

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It is an embarrassment that, like Donald Trump, elected and appointed officials in our City feel free to violate the First Amendment rights of those whose opinions make them uncomfortable, or angry.

Sincerely,

Pat Lesko

From: [Nelson, Elizabeth](#)
To: [Editor A2Indy](#)
Subject: RE: Social media blocking
Date: Wednesday, October 20, 2021 4:05:00 PM

For whatever it is worth, I can offer: I have blocked one (and only one) person on social media. I blocked Joe Spaulding because he admitted early and often that he was not a resident of our community, I felt no obligation to make myself available to him for abuse.

Elizabeth

From: Editor A2Indy <editor@a2independent.com>
Sent: Tuesday, October 19, 2021 3:01 PM
To: Eyer, Jen <JEyer@a2gov.org>; Song, Linh <LSong@a2gov.org>; Radina, Travis <TRadina@a2gov.org>; Nelson, Elizabeth <ENelson@a2gov.org>; Briggs, Erica <EBriggs@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>
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Pat Lesko

From: [Editor A2Indy](#)
To: [Nelson, Elizabeth](#)
Subject: Re: Social media blocking
Date: Wednesday, October 20, 2021 4:51:05 PM

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CM Nelson,

Thanks for your reply. I would recommend you review the opinion in the Knight First Amendment Institute v. Trump. Being a non-resident of a community (as one can plainly see on Rep. Debbie Dingell's social media) is not grounds for violating an individual's First Amendment rights.

Best wishes,

Pat

On 10/20/21 4:05 PM, Nelson, Elizabeth wrote:

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Sincerely,

Pat Lesko

From: [Anne Bannister](#)
To: [Postema, Stephen](#); [Taylor, Christopher \(Mayor\)](#)
Cc: [Dohoney Jr., Milton](#); [Fournier, John](#); [CityCouncil](#); [Lenart, Brett](#); [Planning](#); [Delacourt, Derek](#)
Subject: TC1 -- Transparency needed at CPC ORC meeting tomorrow
Date: Monday, October 25, 2021 9:38:22 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Dear Stephen Postema and Mayor Taylor,

Many residents have expressed concern that TC1 was approved without first updating the Comprehensive Plan, and now TC1 is on Tuesday's agenda to expand the area for 300 foot tall buildings and minimize the distance from Residential.

Residents are concerned which property owners will benefit from expansion of TC1 and preliminary data is pointing to Mayor Taylor's campaign donors, including Oxford Housing.

Is there a way that Brett Lenart or the appropriate staff member can press "Record" in Tuesday's Zoom session and add this meeting to CTN on YouTube?

Would you agree that these important changes to benefit wealthy developers should not be snuck past the residents without transparency and access to the meetings where the giveaway is being planned?

Please use the 21st century technology available to us to improve transparency. Do not have your legacies continue to be one of secrecy and privileged and confidential information.

Here are the presentation slides: <http://a2gov.legistar.com/View.ashx?M=F&ID=9909632&GUID=4744091B-9ED1-4441-8A1A-F10EBF4A56E6>

Here is the CPC ORC Agenda: <https://a2gov.legistar.com/View.ashx?M=A&ID=890404&GUID=0051217F-54F3-445B-900E-B5DA8B0B47F8>

Sincerely,
Anne Bannister
Former Ward 1 Councilmember

From: [P. L.](#)
To: [CityCouncil](#)
Subject: HOA exclusionary zoning
Date: Wednesday, October 27, 2021 1:01:28 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Mayor and Council,

I am an enthusiastic proponent of inclusionary zoning, increasing ADU affordable housing and STRs. I experienced a life-threatening illness two years ago, and was lucky enough to be treated close to home. While being treated, I came to realize that patients, visiting nurses and other medical professionals who come to Ann Arbor area hospitals have an extremely difficult time finding affordable and short-term housing near the hospital.

When you expanded the ADU program to include detached ADUs, I was very excited. I'm waiting for you to catch up to Portland and allow multiple ADUs. We have a 1/3 of an acre lot (17,000 square feet), on the bus line, five minutes from UM hospital. We want build a detached ADU and provide affordable, or short-term housing. We can't.

When the City's Planning Department and Council allowed the builder of our 85-house development to create site condos and an HOA (Home Owners Association), it created an island of exclusionary zoning for people who are (and have been) content with exclusionary, single-family zoning.

Our HOA bylaws were written in the 90s, before STRs and ADUs were made legal in Ann Arbor. We are working to change the bylaws to make ADUs and STRs possible. We can't expect or rely on individuals to make these changes on HOA at a time.

I am writing to see if any (or all of you, I hope) would take on this problem from a policy perspective: open up Ann Arbor's exclusionary HOA islands, through ordinance, to inclusionary zoning that permits both STRs and ADUs.

Again, as you may know, states including California, Arizona and Texas have recently passed legislation to render unenforceable and void provisions in HOA governing documents that prohibit or restrict an owner from leasing or renting.

If we're going to solve our affordable housing crisis, we need to make sure every homeowner has the opportunity to participate. Let's end HOA exclusionary zoning in our city.

Thank you,

Patricia Lesko

From: [Anne Bannister](#)
To: [Lester Wyborny](#)
Cc: [Andrea Tom](#); [Hayner, Jeff](#); [Jean Arnold](#); [Rachel Toon](#); [Scott Newell](#); [Sue and John Maguire](#); [Susan Presswood Wright](#); [Tom Stulberg](#); chavasse@umich.edu; [everett w armstrong](#); [Disch, Lisa](#)
Subject: Re: Block Meeting 3 pm Nov 6 to discuss sidewalk/traffic for Traver
Date: Saturday, October 30, 2021 11:36:48 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Unfortunately I'm in DC next weekend for a conference for work, but thanks for keeping me in the loop and I'm happy to help in any way that I can.

Anne

On Sat, Oct 30, 2021 at 11:21 AM Lester Wyborny <lwborny@gmail.com> wrote:

Block Get-Together
and
Discussion of Traver Sidewalk, Traffic and Parking Issues

When: Saturday November 6, 2021 @ 3 pm

Where: Amy's House (studio space above garage)

1633 Traver Rd.

What: Block (Barton to John A. Woods) get-together and discussion of sidewalk and traffic issues for Traver

- Get-together with your neighbors and meet new neighbors
- Discuss sidewalk for Traver
 - Review past sidewalk plan for Traver which was defeated
 - Discuss current one sidewalk plan for Traver – no assessments
 - Maybe sign petition showing support for one sidewalk plan
 - Share snow cleanup for sidewalk
- Discuss possible speed table for Traver near Barton Rd.
 - Speed table would be near the bottom of the hill near 1642 Traver
 - If idea is agreeable, sign petition requesting the city install a speed table
- Discuss possible parking limitations for Traver at corner of Barton Rd.
 - Traffic is very heavy on Barton in the mornings
 - Parents driving their kids to school drop off their kids at Traver near Barton Rd.
 - Heavy traffic congestion at that corner for kids walking to school
 - Discuss options to limit parking on Traver near Barton Rd.
 - If idea is agreeable, sign petition requesting the city install parking limits on Traver near corner

Note that I don't have e-mails for several Traver neighbors so I will drop off notices for those Traver neighbors

--

Anne Bannister

From: [Jack Eaton](#)
To: [DANBICKNELL](#)
Cc: [Taylor, Christopher \(Mayor\)](#); [Disch, Lisa](#); [Song, Linh](#); [Radina, Travis](#); [Ever, Jen](#); [Briggs, Erica](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Grand, Julie](#); [Nelson, Elizabeth](#); [Ramlawi, Ali](#); [Steglitz, Brian](#); [Jason Maciejewski](#); [Justin Hodge](#); [Andy LaBarre](#); [Sue Shink](#); [Shannon Beeman](#); [Ricky L. Jefferson](#); [Caroline Sanders](#); [Jason Morgan](#); [Katie Scott](#); [Gregory Dill](#); [Evan Pratt](#); [Jimena Loveluck](#); [Schweighoefer, Kristen](#); [Conn, Jennifer](#); [Will Hathaway](#); [Jacqueline Courteau](#); [Kathy Knol](#); [townshipboard@sciotownship.org](#); [JFlintoft@sciotownship.org](#); [Mike Moran](#); [Diane O'Connell](#); [Debbie Dingell](#); [Jesaitis, Katie](#); [Jeff Irwin](#); [State Representative Yousef Rabhi](#); [Felicia Brabec@house.mi.gov](#); [Ronnie Peterson@house.mi.gov](#); [DonnaLasinski@house.mi.gov](#); [Nancy Shiffler](#); [D'Amour, James](#); [McCall, Patti](#); [Beth Collins](#); [Bailey, Robert](#); [Vince Caruso](#); [Rita Loch Caruso](#); [Rita Mitchell](#); [Anne L. Bannister](#); [Bill Schikora](#); [spencer@fourthviewmedia.com](#); [Dylan Thomas](#); [Roger Rayle](#); [O'Rielly, Steve](#); [Environmental Commission](#); [Ryan Stanton](#); [Ralph McKee](#); [CARD Core](#); [Hamel, Daniel \(DEQ\)](#); [Munoz-Hernandez, Andrea \(EGLE\)](#); [Jim Crowfoot](#)
Subject: Re: Gelman - Flawed CARD Resolution on Groundwater Sampling Locations
Date: Monday, November 1, 2021 12:38:46 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Dan

I find it curious that you find offense about a resolution offered and adopted by CARD in compliance with our By-Laws. Similarly, I find it odd that you chose to copy on your email a variety of people who have not participated in CARD meetings. I wish that you had accepted my invitation to speak on the phone rather than send your email. I will try to respond to your concerns as best as I am able.

Let me begin by stating that the resolution was included on the CARD meeting agenda eight days before the regular meeting, as is required by the By-Laws. That resolution was drafted at my request in response to the announcement by an EGLE representative that his supervisor had decided that shallow water testing around West Park would only be conducted once each year. Some members of CARD, including me, believe the increasing amount of 1,4-Dioxane in tests from that area should be a matter of greater concern and the testing should be done more frequently.

If I recall correctly, the issue of how frequently those tests should be conducted was discussed at the September CARD meeting. You did not attend that meeting and missed the opportunity to speak to the issue. The Executive Board and select members of CARD held a meeting on September 27 to discuss the agenda. You were invited to attend but did not. We discussed the resolution at that meeting and would have welcomed your input. The agenda for the regular meeting was posted later that same day. The meeting agenda included a link to the resolution. It is my understanding that you did not open the agenda.

At the regular October CARD meeting, the resolution was discussed. I specifically asked whether anyone in attendance wished to comment in opposition to the resolution. You did not attend the meeting and therefore did not offer any opinion about the resolution. Had you attended and discussed your concerns, we would have listened because we have great respect for your view on these matters. It would have been easy to amend or postpone the resolution.

My primary concern is that EGLE seems to believe that annual testing in the West Park area is sufficient. I know others have additional concerns that were addressed in the resolution. I hope we can work together to express our concerns as a group but that will require participation by all of us.

I would welcome consideration of a modified resolution if you wish to draft one. CARD can only be responsive to your concerns to the extent that you attend and participate. I hope you will join us tomorrow.

Feel free to call me if you have further concerns. I will be around all day.

Best wishes,
Jack

On Nov 1, 2021, at 10:56 AM, DANBICKNELL [REDACTED] wrote:

CARD Executive Director:

I just learned that in the October 2021 CARD Meeting that CARD passed the Near-Surface Shallow Groundwater Permanent Wells to Monitor the Gelman 1-4 Dioxane Plume on the Ann Arbor West Side and Potentially Scio Township Resolution (Resolution), see below link to CARD agenda with Resolution. The CARD Resolution requests specific shallow groundwater sampling locations, but did not present the technical justification nor objective for the specific well locations; rather just gave some generalized “where as” statements. Unlike with past CARD Resolutions, a draft of the Resolution was not sent in an email to CARD members for review and comment.

GEA has reviewed now the Resolution and finds that the requested monitoring well locations in the Resolution will not materially aide in the delineation of the shallow dioxane plume potentially impacting the most at risk homes in the West Park and the Old West Side low topographic areas and the Allen Creek Drain. Most all of the Resolution suggested monitoring well locations are at high ground elevations and these locations have already been investigated in the flawed 2016 Soil Boring Study by the Michigan Department of Environment, Great Lakes & Energy (EGLE). The Resolution asks for a monitoring well near Arborview Boulevard and Miller Road (see below Resolved statement), yet existing Monitoring Well-99 with shallow and deep well screens is near this location and dioxane has never been detected in the shallow or deep groundwater, see below GEA modified EGLE Rockworks figure. The Resolution requests monitoring wells along 7th Street to West Huron Street (see below Resolved statement), yet in 2016 EGLE installed six soil borings all along 7th Street to West Huron Street, which had a depth of approximately 20 feet and none detected any dioxane in the encountered groundwater, see below GEA modified EGLE Rockworks figure. The Resolution wants monitoring wells along 8th Street to West Liberty Street (see

below Resolved statement), yet in 2016 EGLE installed soil borings along 8th street to West Liberty Street, which had a depth of approximately 20 feet and none detected any dioxane in the groundwater, see below GEA modified EGLE Rockworks figure. The 2016 EGLE Soil Borings Study did find dioxane in the groundwater at RL-12 and RL-13 at 3.3 ug/L and 2 ug/L, respectively, at a groundwater depth of approximately 10 feet. These two soil borings were by the Slauson School which is in a lower ground elevation than 8th Street. All the Resolution monitoring wells are up-gradient of the low topographic area where the shallow dioxane plume may significantly impact West Park and the Old West Side residents and the Allen Creek Drain. There is simply no technical justification for the work contained in this Resolution and it misdirects resources away from the real investigations which needs to be done.

https://docs.google.com/document/d/1EQlfqz86mkx8_y70qsRVASGgM7zETC06DZzl8T10yHo/edit?usp=sharing

RESOLVED, CARD requests permanent near-surface shallow groundwater monitoring wells on Ann Arbor west side across from Arborview Blvd and north side of Miller Ave, along 7th St to W Huron St., and along 8th St. to W Liberty St. installed in the next three months before hard winter weather returns. The CARD Group needs to be consulted on the placement of these well locations.

<image005.png>

<image009.png>

From the suggested Resolution well locations, it is clear that part of the actual intent of the CARD Board Members who drafted the Resolution was to investigate the false supposition that there is a seep in the play ground of Mack School which is exposing students to dioxane. This is evidenced by the Resolution asking for monitoring wells by Arborview Boulevard and north of Miller Road by Mack School and along 7th Street near Miller Road by Mack School, see above GEA modified EGLE Rockworks map. Over the past couple of years, a Mack School seep risk to children scenario has been an erroneous contention by two CARD members. Washtenaw County Health Department (WCHD), EGLE and GEA have explained in detail to CARD and the public many times that there is no possible exposure to Mack School students from the current dioxane plume, see below WCHD and GEA emails. CARD allowing this continued speculation within CARD that students at Mack School are being exposed to dioxane is irresponsible and passing a Resolution that supports this conjecture does not support community

interests. This reckless behavior is dangerous and diverts valuable resources from the actual threats posed by the shallow dioxane plume to the public health and the environment about the lower topographic areas of West Park and Old West Side.

GEA provided back in 2016 a Near Shallow Groundwater Monitoring Well Network (Network) of groundwater wells which are required to obtain a general delineation of the shallow dioxane plume from the last up-gradient shallow monitoring well to the lower topographic areas of West Park and the Old West Side, see GEA attachment. The shallow dioxane plume presents a public health risk to residential homes and utility workers in a trench in the West Park and Old West Side where it is near the ground surface. The Network contains 12 permanent monitoring wells and costs \$25,000. In 2016, CARD requested that this Network be implemented by EGLE and Gelman. The October 2021 CARD Resolution references this needed Network, but by passing the flawed Resolution it causes CARD to lose focus on the low ground elevation areas of West Park and the Old West Side.

The 2020 Proposed 4th Amended Consent Judgment, which became part of the current 2021 Court Order covering the Gelman dioxane pollution, contains two monitoring wells at locations G and F. These two wells are intended to aide in delineating the shallow dioxane groundwater plume which may pose a risk to the local residents, see below portion of the EGLE figure from the Proposed 4th Amended CJ. However, these two locations are not in the low ground elevations where the shallow dioxane plume is close to the ground surface in West Park and the Old West Side, see below GEA Figure with topographic elevations. One can speculate that Gelman knows that these lower topographic areas present a great risk to public health and the environment and that is why they are resisting Court Order attempts and MS4 Permit – Work Plan requirements to install monitoring wells in these low area locations. The GEA Network would install two monitoring wells in these sensitive low ground elevation areas, see below GEA Figure with topographic levels.

<image001.png>

<image003.png>

A CARD Board member has asked over a period of years that EGLE, WCHD, and Water Resources Commissioner sample numerous seeps about the West Park

Area and other areas with no technical justification. EGLE and WCHD spent significant time and funds to visit all of these seeps and then collect and analyze samples from most all of the seeps with the results being no detection of dioxane. GEA had pointed-out in past CARD meetings and emails that seeps are not reflective of shallow groundwater conditions and seep work will not aide in delineating the shallow dioxane plume.

There are very limited resources which the governments have to use on the Gelman Remediation Project. CARD is obligated to insure that CARD makes technically sound requests of the governments which are directed to the most beneficial use and in the most cost-effective manner.

If you would like to discuss, please call me.

Thank you.

Best regards,

Daniel J. Bicknell, MPH

President
Global Environment Alliance, LLC
Phone - [REDACTED]
[REDACTED]

From: DANBICKNELL <[REDACTED]>
Sent: Wednesday, July 7, 2021 11:29 AM
To: 'Jane Klingsten' <[REDACTED]>
Cc: 'Vince Caruso' <[REDACTED]>; 'James D'Amour' <[REDACTED]>; 'Jeff Hayner' <[REDACTED]>; 'Rita' <[REDACTED]>; 'Jenna Bacolor' <bacolor@aaps.k12.mi.us>; 'Steglitz, Brian' <BSteglitz@a2gov.org>; 'Environmental Commission' <ec@a2gov.org>; 'Hamel, Daniel (DEQ)' <HamelD@michigan.gov>; 'Kristen Schweighoefer' <schweighoeferk@washtenaw.org>; 'rmrayle' <[REDACTED]>; 'Michael Moran' <[REDACTED]>; 'rdhbeth' <[REDACTED]>; 'Sue Shink' <shinks@washtenaw.org>; 'Kathy Griswold' <[REDACTED]>; 'ARamlawi@a2gov.org' <ARamlawi@a2gov.org>; 'Erica Briggs@a2gov.org' <EBriggs@a2gov.org>; 'Jason Maciejewski' <maciejewskij@washtenaw.org>
Subject: RE: Citizen Concern with Dioxane Impacts at Mack School

CAUTION: This email originated from outside of the organization. Do not click links or open

attachments unless you recognize the sender and know the content is safe.

Jane:

Thank you very much for the email expressing your concern about potential dioxane contaminated groundwater impacts at Mack School.

GEA provides technical and regulatory advice to many private and public entities. For your questions, it may be best to have your concerns answered by City Staff, EGLE and the Washtenaw County Health Department (WCHD), who are accountable for protecting the public health and the environment. I will cc: Brian Steglitz with the City, the City Environmental Commission, Dan Hamel with EGLE, and Kristen Schweighoefer with WCHD.

In recent CARD meetings, the concern about dioxane exposure to Mack School students has been expressed by Vince.

City representatives and WCHD Staff have responded this Spring, in part, by visiting Mack School and looking for groundwater seeps, which they did not find. Additionally, they have reviewed the hydrogeology about Mack School and the location of the Gelman dioxane plume.

In 2016, EGLE did a series of shallow groundwater soil borings along 7th Street, including by Mack School, and did not find any shallow dioxane contaminated groundwater within approximately 10 feet of the ground surface, see below GEA figure with the location of the 2016 EGLE soil borings and the topography. EGLE did not find the dioxane contaminated groundwater plume near the surface in this 7th Street area, as this area is above the shallow dioxane groundwater contamination. Per the Allen Creek Drain storm water data, the shallow dioxane groundwater plume does not come close to the ground surface until near the 800 foot surface contour. As the Mack School is located in a higher topographic area near the 850 foot surface contour, it is GEA's view, that the shallow dioxane contaminated plume is not by the Mack School and not in contact with the surface by the school.

<image007.png>

Existing information presented in the GEA comments to the WRC Response Letter, which you reference, contain the below figure showing the Allen Creek Drain and the concentration of dioxane in the storm water in 2019 and 2020. Where the dioxane is present in the storm water is where the shallow dioxane

plume is in contact with the Allen Creek Drain. Note that there is no dioxane detected in the Maple Ridge-Arborview storm water sampling location and, therefore, there is likely no dioxane infiltrating into the Allen Creek Drain in the Arborview and Maple Ridge area which you circled as an area of concern by Mack School. This would indicate that the shallow dioxane plume is below the Allen Creek Drain in this area and, therefore, in GEA's view, not in contact with the ground surface leading to a contaminated surface seep at the Mack School. The shallow dioxane groundwater contamination is in contact with the Allen Creek Drain in the lower topographic level by West Park (at the West Park Southwest and Chapin sampling locations) which correlates to near the 800 foot surface contour.

<image008.png>

Again, it would be best to have the City, State and WCHD staffs respond to your questions and concerns.

The Gelman Site presents many real risks to the public health. As you are doing, it is important to understand those real risks and separate them from those risks which do not exist.

Thank you.

Best regards,

Daniel J. Bicknell, MPH

President
Global Environment Alliance, LLC

Phone - [REDACTED]
[REDACTED]

Jane:

Washtenaw County Health Department has reviewed available data.

There are three exposure route concerns when it comes to dioxane - drinking water, dermal/touching, inhalation through entry of contaminated water into buildings and evaporation

Drinking Water:

All Ann Arbor Public Schools are connected to the city of Ann Arbor's municipal water, so there is no risk of dioxane in the drinking water regardless of school location or level of dioxane under the school.

Dermal Contact:

Children playing in rainwater and snow melt are not known sources of dioxane exposure. Dermal contact is also looked at differently than ingestion, and generally has a higher threshold for possible health effects.

No groundwater seeps have been identified on the Mack School property.

Inhalation of Evaporated and Contaminated Groundwater:

There are no known schools that have plume-related groundwater entering their foundations/buildings. The only school that has reported water in its basement is Slauson, and that occurs very rarely and only after very heavy rains. This is most likely due to storm water entering the building, but has not been identified as an ongoing or persistent risk.

It's also important to know that the drinking water calculation number of 7.2 ppb for risk does include the use of both a child model and an adult model. This accounts for the expected smaller size/weight of a child and how consumption of 1,4-dioxane may impact them differently than adults.

If you or others have questions on risk or exposure, please reach out to our office for further conversations.

Sincerely,

Kristen

Kristen Schweighoefer, MPH, RS
Environmental Health Director
she/her/hers
Washtenaw County Health Department
Environmental Health Division
P: [REDACTED] • F: 734-222-3930
705 N Zeeb Road, Ann Arbor, MI 48103
<Gelman - VI Work Plan - 2019. pptx.pdf>

From: [Anne Bannister](#)
To: [Griswold, Kathy](#); [Lester Wyborny](#)
Subject: Fwd: Block Meeting 3 pm Nov 6 to discuss sidewalk/traffic for Traver
Date: Tuesday, November 2, 2021 9:34:08 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

CM Griswold — Lester would like to invite you to attend this meeting on Saturday.
I'm sorry to miss it but I'll be in DC.
Anne

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

From: **Lester Wyborny** <[REDACTED]>
Date: Sat, Oct 30, 2021 at 11:21 AM
Subject: Block Meeting 3 pm Nov 6 to discuss sidewalk/traffic for Traver
To: Susan Presswood Wright <[REDACTED]>, Scott Newell <[REDACTED]>, Sue and John Maguire <[REDACTED]>, Andrea Tom <[REDACTED]>, Jean Arnold <[REDACTED]>, everett w armstrong <[REDACTED]>, Rachel Toon <[REDACTED]>
CC: Anne Bannister <[REDACTED]>, Tom Stulberg <[REDACTED]>, Hayner, Jeff <JHayner@a2gov.org>, <LDisch@a2gov.org>

**Block Get-Together
and
Discussion of Traver Sidewalk, Traffic and Parking Issues**

When: Saturday November 6, 2021 @ 3 pm

Where: Amy's House (studio space above garage)
1633 Traver Rd.

What: Block (Barton to John A. Woods) get-together and discussion of sidewalk and traffic issues for Traver

- Get-together with your neighbors and meet new neighbors
- Discuss sidewalk for Traver
 - Review past sidewalk plan for Traver which was defeated
 - Discuss current one sidewalk plan for Traver – no assessments
 - Maybe sign petition showing support for one sidewalk plan
 - Share snow cleanup for sidewalk
- Discuss possible speed table for Traver near Barton Rd.
 - Speed table would be near the bottom of the hill near 1642 Traver
 - If idea is agreeable, sign petition requesting the city install a speed table
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 - Traffic is very heavy on Barton in the mornings
 - Parents driving their kids to school drop off their kids at Traver near Barton Rd.
 - Heavy traffic congestion at that corner for kids walking to school

- Discuss options to limit parking on Traver near Barton Rd.
- If idea is agreeable, sign petition requesting the city install parking limits on Traver near corner

Note that I don't have e-mails for several Traver neighbors so I will drop off notices for those Traver neighbors

--

Anne Bannister



From: [P. L.](#)
To: [Briggs, Erica](#); [Disch, Lisa](#); [Hayner, Jeff](#); [Griswold, Kathy](#); [Song, Linh](#); [Radina, Travis](#); [Grand, Julie](#); [Taylor, Christopher \(Mayor\)](#); [Ever, Jen](#)
Subject: Re: HOA exclusionary zoning
Date: Wednesday, November 3, 2021 12:28:31 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Councilmembers,

Thank you, again, to CMs Disch and Briggs for your efforts regarding removing roadblocks to housing diversification and exclusionary zoning by opening HOAs to STRs and ADUs. In particular, CM Disch's offer to help by discussing the importance of STRs and ADUs as regards our community housing goals, was appreciated.

Over the past several days, I've been in touch with Michigan State Senators and Representatives about the fact that not only are HOAs islands of exclusionary zoning, in many cases HOA members and bylaws seek to deliberately block efforts, such as those of our community, to use STRs and ADUs to diversify housing, make housing inclusionary, and more affordable.

Michigan legislators are enthusiastically willing to amend the recently passed House Bill and/or the Senate Bill in committee to strip HOAs of any legal right to use governing documents to control renting and leasing within HOAs and, better still, to strip HOAs in Michigan of the ability to ban STRs or ADUs. In our state there are almost 8,500 HOAs that house 1.5M people (15 percent of Michigan's population).

If you are, indeed, serious about rooting out islands of exclusionary zoning in Ann Arbor, I'm writing to you to ask that you compose and present a resolution to Council in support of such an amendment to the House/Senate bills. I would also encourage you to contact our Ann Arbor Representatives, and tell them that you support such an amendment.

In speaking with legislators, I'm confident the necessary compromises to allow Ann Arbor to charge fees for the inspection of STRs (specifically non-owner occupied STRs), and other common sense and prudent regulations will find their way into the Senate's legislation. In my communications and conversations with legislators, I spoke clearly in favor of such common-sense local controls.

If we're serious about meeting our critical need for housing, let's show that opening up HOAs to STRs and ADUs has bipartisan and local support.

Thank you,

Patricia Lesko

From: Briggs, Erica <EBriggs@a2gov.org>
Sent: Wednesday, October 27, 2021 3:56 PM
To: P. L. [REDACTED]
Cc: Disch, Lisa <LDisch@a2gov.org>
Subject: Re: HOA exclusionary zoning

CM Disch and I recently discussed this issue with the City Attorney's office. There are many restrictions imposed by HOA's that our counter to our community goals.

If you have examples of legislation in other states voiding these provisions, that would be helpful for future discussions.

Erica Briggs, Ward 5 Councilmember
Phone: [REDACTED]

Sign-up for my newsletter and get details about upcoming coffee hours at: www.ericafora2.com

From: P. L. [REDACTED]
Sent: Wednesday, October 27, 2021 1:01 PM
To: CityCouncil <CityCouncil@a2gov.org>
Subject: HOA exclusionary zoning

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Mayor and Council,

I am an enthusiastic proponent of inclusionary zoning, increasing ADU affordable housing and STRs. I experienced a life-threatening illness two years ago, and was lucky enough to be treated close to home. While being treated, I came to realize that patients, visiting nurses and other medical professionals who come to Ann Arbor area hospitals have an extremely difficult time finding affordable and short-term housing near the hospital.

When you expanded the ADU program to include detached ADUs, I was very excited. I'm waiting for you to catch up to Portland and allow multiple ADUs. We have a 1/3 of an acre lot (17,000 square feet), on the bus line, five minutes from UM hospital. We want build a detached ADU and provide affordable, or short-term housing. We can't.

When the City's Planning Department and Council allowed the builder of our 85-house development to create site condos and an HOA (Home Owners Association), it created an island of exclusionary zoning for people who are (and have been) content with exclusionary, single-family zoning.

Our HOA bylaws were written in the 90s, before STRs and ADUs were made legal in Ann Arbor. We are working to change the bylaws to make ADUs and STRs possible. We can't expect or rely on individuals to make these changes on HOA at a time.

I am writing to see if any (or all of you, I hope) would take on this problem from a policy perspective: open up Ann Arbor's exclusionary HOA islands, through ordinance, to inclusionary zoning that permits both STRs and ADUs.

Again, as you may know, states including California, Arizona and Texas have recently passed legislation to render unenforceable and void provisions in HOA governing documents that prohibit or restrict an owner from leasing or renting.

If we're going to solve our affordable housing crisis, we need to make sure every homeowner has the opportunity to participate. Let's end HOA exclusionary zoning in our city.

Thank you,

Patricia Lesko

From: [Anne Bannister](#)
To: [Griswold, Kathy](#)
Subject: Fwd: Michigan State Police Crash Information Update
Date: Wednesday, November 3, 2021 5:04:52 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

I don't know how I got on this list for law enforcement training but it sounds interesting!

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

From: Michigan State Police <MichStatePolice@govsubscriptions.michigan.gov>
Date: Wed, Nov 3, 2021 at 4:21 PM
Subject: Michigan State Police Crash Information Update
To: <[REDACTED]>

Michigan State Police



The Michigan State Police, Traffic Crash Reporting Unit has contracted with a vendor, Numetric, to develop a new traffic crash analysis and visualization application. This Michigan Crash Analysis Application (Mi-CAT) replaced the Traffic Crash Reporting System (TCRS) website that many law enforcement members had previously used

through MiLogin.

Below are links to the Guides that highlight these applications.

[Crash Query Application Overview](#)

[Dashboard Overview](#)

All law enforcement agencies in Michigan will have access to Mi-CAT, which will allow them complete access to statewide traffic crash data. You can register for one of the free training sessions being offered through [MI-TRAIN](#) , using Course ID 1095647. These courses are designed for those individuals making strategic decisions on how to address traffic crash issues.

Upcoming Mi-CAT Trainings:

MI-TRAIN Course ID: 1095647

Wednesday, November 10th, 1:00pm-2:30pm

Tuesday, November 30th, 1:00pm-2:30pm

If you have questions or need assistance, please contact the Traffic Crash Reporting Unit at: CrashTCRS@michigan.gov.



SUBSCRIBER SERVICES:

[Manage Your Preferences](#) | [Unsubscribe](#) | [Help](#) | [Contact Us](#) | Contact Telephone: (517) 241 - 1699 | www.michigan.gov/crash

This email was sent to [REDACTED] using GovDelivery Communications Cloud on behalf of: Michigan State Police · P.O. Box 30634 · Lansing, MI 48909

From: [Anne Bannister](#)
To: [Stults, Missy](#); [Hupy, Craig](#)
Cc: [Dohoney Jr., Milton](#); [Planning](#); [Graham, Christopher \(U of M\)](#); [Rita Mitchell](#); [Brown, Stephen](#); [Giacobazzi, Tiffany](#); [Hancock, Jerry](#); [Lenart, Brett](#); [Environmental Commission](#); [CityCouncil](#); [Reynolds, Sean](#)
Subject: Update requested on 2019 resolution to expand tree protection
Date: Thursday, November 4, 2021 9:53:33 PM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Dear Missy Stults and Craig Hupy,

As Tree Town reels from Council's 8 to 3 approval of the Toll Brothers luxury single family homes project at Concord Pines, and the destruction of 311 landmark and 450 woodland trees, I'd like to ask for an update on the 12/16/2019 [Resolution in Support of Expanding the City's Tree Protection to Include Heritage Trees](#).

This resolution passed unanimously nearly 2 years ago.

An excerpt from it says:

Whereas, City of Ann Arbor staff assistance will be needed to accomplish the drafting of the UDC amendments and the amendment process; and

Whereas, The City intends to explore the protection of Heritage Trees as part of its plan to mitigate carbon emissions in a reasonable and legally defensible manner;

RESOLVED, City Council requests that the City Administrator expeditiously explore opportunities to expand the City's tree protection to include Heritage Trees and initiate amendments to the Unified Development Code as may be deemed appropriate.

I believe the Natural Features Working Group has made significant progress, but we are a group of volunteers, and at this critical time in our carbon neutrality planning, I'd like to ask Missy Stults and Craig Hupy, two of the original staff members on the resolution, to update us on how removing these 800 mature trees can be justified under our A2Zero Plan? How can we prevent these mistakes from happening in the future? Are there any other parcels in immediate danger that we should be actively working to protect?

Thanks for your help protecting Tree Town from environmental mistakes that move us backwards and further away from our carbon neutrality goals. Let's be progressive and not complacent with the status quo.

Anne Bannister
Former Ward 1 Councilmember


From: cardcore@googlegroups.com on behalf of [Jack Eaton](#)
To: [CARD Core](#)
Subject: [CARDcore] Gelman Court docket
Date: Saturday, November 6, 2021 5:31:23 PM

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Hi all,

During the last CARD meeting I promised to provide a link to the Michigan Court of Appeals docket page for the Gelman litigation. Searching the Court's page, I found three cases, the April appeal from the trial court's scheduling of a hearing, the June appeal by right and the June appeal by permission. The Court denied the first two but approved the third, Court of Appeals Case 357599.

<https://www.courts.michigan.gov/c/courts/coa/case/357599>

Unfortunately, the Court of Appeals does not provide access to the motions, briefs and other pleadings submitted by the parties.

Jack

--

[sent via cardcore@googlegroups.com]

You received this message because you are subscribed to the Google Groups "CARDcore" group.

To unsubscribe from this group and stop receiving emails from it, send an email to

cardcore+unsubscribe@googlegroups.com.

To view this discussion on the web visit

<https://groups.google.com/d/msgid/cardcore/CH2PR02MB6248E17D58861CD7704D708AD18F9%40CH2PR02MB6248.namprd02.prod.outlook.com>.

From: [Anne Bannister](#)
To: [Julie Barron](#)
Cc: [Hayner, Jeff](#)
Subject: Re: Kalamazoo City Commission
Date: Thursday, November 18, 2021 8:13:53 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

I know 2-3+ individual residents that might be interested, but not any city commissioners yet.
Anne

On Wed, Nov 17, 2021 at 7:12 PM Julie Barron <julie@decrimnaturemi.org> wrote:

Hi. I hope this email finds you well.

There is a newly formed Decrim Nature Kzoo. So far there is no connection to any city commissioner who may be interested in working with them. Do you have any potential contacts in Kzoo?

From: [Griswold, Kathy](#)
To: [Graham, Christopher \(U of M\)](#)
Cc: [Anne Bannister](#)
Subject: Re: Deer Resolution, Thursday
Date: Saturday, November 27, 2021 10:25:11 AM

Chris,

Thank you for your advocacy and preparing the resolution. I will support it in the Environmental Commission and, if approved, sponsor the resulting Council resolution.

Do a majority of Environmental Commissioners support a deer cull? Is there any possibility that the cull could be conducted in early 2022.

Please let me know if I can assist in any way.

Kathy

From: Christopher Graham <[REDACTED]>
Date: Saturday, November 27, 2021 at 9:54 AM
To: Environmental Commission <EC@a2gov.org>
Subject: Deer Resolution, Thursday

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Hi, Folks --

Here again is the deer management resolution for your consideration, and the document wherein WC4EB discusses false claims that have been made to try to persuade folks not to be supportive of controlling deer numbers in the City.

I am very willing to meet with you, talk on the phone with you, or Zoom with you, at your convenience this week to chat about this, answer your concerns -- as you may wish. Just let me know.

Galen, can you make certain this resolution is on the agenda as is required for the meeting.

There are some folks I would like to make active participants in the meeting, during discussion of this matter. How may I register them?

Thank you
Chris.

--

Christopher Graham, ASLA



<http://www.oakarbor.net>

From: [Anne Bannister](#)
To: [Griswold, Kathy](#)
Cc: [Graham, Christopher \(U of M\)](#)
Subject: Re: Deer Resolution, Thursday
Date: Monday, November 29, 2021 7:11:03 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Thanks, Chris and Kathy. This is another article that focuses on similar problems — lack of predators, hurting the ecosystem, etc:

<https://www.cnn.com/2021/11/29/world/deer-eating-pando-forest-partner-scen/index.html>

Anne

On Sat, Nov 27, 2021 at 10:25 AM Griswold, Kathy <KGriswold@a2gov.org> wrote:

Chris,

Thank you for your advocacy and preparing the resolution. I will support it in the Environmental Commission and, if approved, sponsor the resulting Council resolution.

Do a majority of Environmental Commissioners support a deer cull? Is there any possibility that the cull could be conducted in early 2022.

Please let me know if I can assist in any way.

Kathy

From: Christopher Graham <[REDACTED]>
Date: Saturday, November 27, 2021 at 9:54 AM
To: Environmental Commission <EC@a2gov.org>
Subject: Deer Resolution, Thursday

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

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Galen, can you make certain this resolution is on the agenda as is required for the meeting.

There are some folks I would like to make active participants in the meeting, during discussion of this matter. How may I register them?

Thank you

Chris.

--

Christopher Graham, ASLA

[REDACTED]

[REDACTED]

<http://www.oakarbor.net>

From: [Anne Bannister](#)
To: [Environmental Caucus](#)
Cc: [Graham, Christopher \(U of M\)](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Rita Mitchell](#); [Brown, Stephen](#)
Subject: Re: Update From Andrew
Date: Monday, November 29, 2021 9:24:47 AM

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

Thank you, Andrew, for your excellent leadership and service over the years and for moving forward into environmental policy. You're a shining star and a huge asset to Michigan and the planet!

Anne Bannister

On Sun, Nov 28, 2021 at 8:39 PM Environmental Caucus <info@greenmdp.com> wrote:

Good evening environmentalists,

Today November 28, is my last day as Chair of the MDP Environmental Caucus. As of tomorrow, one of our vice chairs, Wesley Watson, will presume the role of chair going forward while I stay in the caucus as a member.

As some of you may know, I am in the midst of a career shift from zoology to environmental policy and it has become apparent that I will need to step back from my partisan leadership roles in order to continue this path.

Wesley is a great leader and I'm confident that he will bring new energy and experience into the caucus going forward.

I am proud of the work we have done together in these past few years. Environmental catastrophe continues to threaten Michigan families, even as our politicians and leaders are plagued by incompetence and misunderstandings of the problems we face. It is easy to be ignored when you don't have a voice, and the work of this caucus has shown brilliantly that *we are here*.

Keep doing the good work. And I implore all in our membership to continue to invest in this caucus. Continue to reference the Michigan Environmental Toolkit and tap into the resources and experience of so many in our leadership. Nowhere else in the Democratic Party will you find a team of dedicated environmental professionals who are so persistent and active in their communities.

In Solidarity,

Andrew Nowicki

--



--

You received this message because you are subscribed to the Google Groups "Caucus Membership List" group.

To unsubscribe from this group and stop receiving emails from it, send an email to membership+unsubscribe@greenmdp.com.

From: [Dohoney Jr., Milton](#)
To: [*All Employees](#)
Subject: HR Transitions
Date: Monday, November 29, 2021 4:14:46 PM

All Employees,

I hope everyone had a wonderful Thanksgiving holiday with your families. Regardless of which way the game would have ended on Saturday it was good for U-M and our city to be part of the national buzz playing for the national championship. Even if you are not a sports fan, the football playoffs are shown around the globe, and from a marketing perspective this event offers priceless publicity for Ann Arbor. At any rate, I'm glad that we won the game!

The primary purpose for this communication is to outline the steps we are taking to stabilize our HR Department. HR is a support function that is essential to everything we need as an employer whose primary focus is serving the residents of Ann Arbor. I am committed to putting us on a path that strengthens the functionality of the department and by extension the entire administration.

Mr. Guajardo will not be returning to the City of Ann Arbor. On Tuesday, Dec. 7th Mr. Marc Thompson will be joining us as our Interim HR Director and over the next several days Acting HR Director Margaret Radabaugh will be returning to her former role. A major thank you is due her for absorbing the duties of HR Director while still serving as a Deputy City Attorney. She personifies servant leadership.

Mr. Thompson comes to us from Management Partners, a national consulting and executive search firm. He has extensive municipal experience having worked on nearly every facet of HR. Most recently he served as the Interim City Manager for Fraser, Michigan. He served for 18 years as Village Manager in Ottawa Hills, Ohio. He was also City Manager in both Aurora Heights and Geneva, Ohio. I would envision Mr. Thompson being with us for approximately three months. During that time we will be conducting a national search for a permanent HR Director.

Trailing just behind this recruitment will be a search for a qualified Deputy HR Director which will be a new addition for our organization. We must ensure the continuity of our operations is secure at all times and adding a professional at the Deputy level will enable that standard to be met.

Additionally, I am working with the team on the position description for a Director of Diversity, Equity, and Inclusion. In order for that person to be properly positioned to carry out their mission, they need to be at the Director level. While I expect that they will be physically located in HR, they will be reporting directly to me.

Milton Dohoney Jr., Interim City Administrator (he/him/his)
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)
mdohoney@a2gov.org | www.a2gov.org



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a2gov.org/A2BeSafe

From: [McDonald, Kevin](#)
To: [Beaudry, Jacqueline](#)
Cc: [*City Council Members \(All\)](#); [Postema, Stephen](#); [Dohoney Jr., Milton](#); [Radabaugh, Margaret](#); [Thomas, Matt](#); [Gerhart, Stephen](#)
Subject: Investigative Report and Complaint Documents for Public Release
Date: Thursday, December 2, 2021 12:43:44 PM
Attachments: [Final Report.pdf](#)
[October 1, 2021 Email.pdf](#)
[October 4, 2021 Email.pdf](#)

As approved by Council Resolution R-21-419, attached are the Investigative Report and complaint documents for public release.

I understand that these documents will be posted as attachments to the Resolution at:
<http://a2gov.legistar.com/LegislationDetail.aspx?ID=5339153&GUID=C63D74B4-86B0-4CA4-A546-8300896A3686&Options=ID|Text|&Search=investigative>

Thanks.

Kevin S. McDonald | Chief Deputy City Attorney
City of Ann Arbor | Guy C. Larcom City Hall | 301 E. Huron Street | Ann Arbor,
Michigan 48104
734.794.6183 Direct | 734.794.6170 Office | www.a2gov.org | kmcdonald@a2gov.org

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Security settings or invalid file format do not permit using Final Report.pdf (250184 Bytes).

From: [Guajardo, Tom](#)
To: [Briggs, Erica](#); [Disch, Lisa](#); [Ever, Jen](#); [Grand, Julie](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Nelson, Elizabeth](#); [Radina, Travis](#); [Ramlawi, Ali](#); [Song, Linh](#); [Taylor, Christopher \(Mayor\)](#)
Cc: [Postema, Stephen](#)
Subject: Intervention Needed With Mr. Fournier
Date: Friday, October 1, 2021 2:17:09 PM

Good afternoon, Mayor Taylor and City Council Members – I am writing to you today to make a formal complaint of harassment and retaliation against Mr. John Fournier, since employees do not have a formal system to lodge complaints against the top leadership position of the city. Mr. Fournier and I have had a contentious relationship since the on-boarding of my employment and things have increasingly gotten worse since he has become the Interim City Administrator. I have warned him on several occasions that I would eventually bring my complaints to you and the city council if he continued his blatant discrimination against me.

I believe he is now attempting to set me up for failure by giving me written instructions to violate the law - specifically as it relates to employment standards with the City. I have made my concerns known to Mr. Postema as well. Today after further retaliation of me not following his illegal directives, he continued attacks against me. I have put Mr. Fournier on official notice that his behavior is inappropriate and unacceptable and asked him to cease and desist.

I am writing to you at this time to please instruct Mr. Postema to investigate and intervene in this situation. Mr. Fournier's unchecked and continued inappropriate behavior is now in the arena of a hostile work environment and this is causing me a great deal of stress and angst.

I look forward to your attention to this matter.

Regards,
TG

From: [Guajardo, Tom](#)
To: [Postema, Stephen](#); [Briggs, Erica](#); [Disch, Lisa](#); [Ever, Jen](#); [Grand, Julie](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Nelson, Elizabeth](#); [Radina, Travis](#); [Ramlawi, Ali](#); [Song, Linh](#); [Taylor, Christopher \(Mayor\)](#)
Subject: Follow-Up on Formal Complaint against Interim City Administrator, John Fournier
Date: Monday, October 4, 2021 3:56:06 PM
Attachments: [Formal Complaint - J.Fournier.pdf](#)

Good afternoon, Mayor Taylor and City Council Members - This memo is to follow up on my formal complaint email from Friday, 10/1, against the Interim City Administrator, John Fournier.

As a standard practice in any HR investigation, it is standard procedure to remove (suspend) the person being accused if there is reason to believe there may be further retaliation from the employee in question. Removing the employee in question is also considered critical to protect the integrity of the investigation to eliminate the employee (especially someone that holds power) from witness tampering and/or destruction of evidence.

I reiterated this standard to Mr. Postema over this past weekend after filing my claim and I told him that I was extremely concerned that this standard HR process must be followed. I am extremely disappointed to report that Mr. Postema has failed to protect my rights as a whistleblower as well as protect the integrity of this investigation, as Mr. Fournier has since sent me emails over the weekend and attended a meeting that I was present at today, 10/4. I again called Mr. Postema this morning and told him that his behavior is providing more protections to Mr. Fournier in this process than it is to myself as a whistleblower.

Since the City Attorney cannot be trusted to follow guidelines for protecting whistleblowers, I ask you - Mayor and City Council Members to pass an emergency order removing Mr. Fournier from any and all contact with myself or other City employees, during this investigation – this would include Milton Dohoney.

-
Please see attached document for full details of my complaint.

Regards,
TG

REPORT ON CORRUPTION AND WRONGDOING BY J. FOURNIER

TO: Mayor, Christopher Taylor, Council Member Elizabeth Nelson, Council Member Jen Eyer, Council Member Ali Ramlawi, Council Member Erica Briggs, Council Member Lisa Disch, Council Member Julie Grand, Council Member Kathy Griswold, Council Member Jeff Hayner, Council Member Travis Radina, Council Member Linh Song

FROM: Tom Guajardo, Director of HR & Labor Relations *tg*

CC: Stephen Postema, City Attorney

SUBJECT: Corruption and Wrongdoing by Interim City Administrator, John Fournier

DATE: October 4, 2021

This memo is to follow up on my formal complaint email from Friday, 10/1, against the Interim City Administrator, John Fournier.

As a standard practice in any HR investigation, it is standard procedure to remove (suspend) the person being accused if there is reason to believe there may be further retaliation from the employee in question. Removing the employee in question is also considered critical to protect the integrity of the investigation to eliminate the employee (especially someone that holds power) from witness tampering and/or destruction of evidence.

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Since the City Attorney cannot be trusted to follow guidelines for protecting whistleblowers, I ask you - Mayor and City Council Members to pass an emergency order removing Mr. Fournier from any and all contact with myself or other City employees, during this investigation – this would include Milton Dohoney.

Dating back to the time of my hiring with the City, Mr. Fournier has engaged in blatant discrimination against me and has continued to treat me in a disparate manner over the course of my employment. This treatment and retaliation has become more prevalent in recent days, as I have vocalized my objections to Mr. Fournier's willful neglect for the law as well as his intentional actions to illegally manipulate and alter city government budgetary documents and accounting records for the sole purpose of deceiving the City Council.

Section #1 – Violation of Federal and State Employment Law

Please see attached email dated 12/20/2020, where I originally rescinded the acceptance of my job offer due to the illegal nature of the hiring process. At that time, I formally notified Mr. Tom Crawford, City Administrator, and Stephen Postema, City Attorney, of the illegal activity by Mr. Fournier – to this date, there has not been any coaching, counseling or corrective action issued to Mr. Fournier for his blatant violation of the law (68 Federal counts & 68 State counts) from this incident.

You will see direct evidence in this memo in which Mr. Fournier is guilty of violating Federal employment law 68 times, as defined by the Equal Employment Opportunity Commission (EEOC). Mr. Fournier is also guilty of violating State employment law 68 times as defined by the Michigan Department of Civil Rights. See attached documents from the EEOC and Michigan Department of Civil Rights. Also, see attached email from Mr. Fournier, dated 12/10/2020 containing illegal commentary and questioning.

Please note that from April 1, 2019 thru January 25, 2022, during the tenure of Mr. Fournier as the Interim Human Resources Director, there were a total of 877 hires (non-public safety) – I was the only person that Mr. Fournier subjected to this illegal line of questioning. 1 out 877.

Further, when Mr. Fournier offered me the position here at the City, he offered me a salary of \$125,000. I attempted to negotiate salary but he denied my requests. As you can see from this chart below, my salary was far below equal to what my peers earned as well as my predecessor and even to the actual budgeted salary.

Praschan, Martijo M.	Financial & Admin Area Ad	Female	White	\$146,260
Cox, Michael A.	Police Chief	Male	Black	\$164,800
Fournier, John T.	Assistant City Admin	Male	White	\$157,714
Kennedy, Michael T.	Fire Chief	Male	White	\$149,347
Delacourt, Derek L.	Comm Services Area Admin	Male	White	\$149,347
Shewchuk, Thomas W.	ITSD Director	Male	White	\$143,539
Hupy, Craig	Public Services Area Admi	Male	White	\$158,162
Wilkerson, Robyn (Former HR Director)		Female	White	\$142,000
Budgeted Salary for HR Director				\$140,000
Tom Guajardo	Hr Director	Male	Hispanic & Native American	\$125,000

Following countless requests for an equity adjustment to Mr. Fournier, he reluctantly agreed and has placed me at the lowest possible equity point in comparison to my peers. The adjustment was appreciated, but I feel it is still far below what I should be compensated at in regard to my position with the City in comparison to similar Executive level work with my peers.

Section #2 – Fraud - Illegally manipulating and altering city government budgetary documents and accounting records for the sole purpose of deceiving the City Council.

Please see attached Outlook calendar invite and agenda for the Budget and Labor Committee on 6/2/2021. This is where the contract negotiation for COAM and Teamsters was given to the City

Council's Budget and Labor Committee. This update was led by John Fournier. Please also see email from John Fournier, dated 5/29/2021, to City Council members and City staff members.

You will see that Mr. Fournier intentionally omitted a major expense and City concession in both the Teamsters contract and the COAM contract – specifically for the City's addition of benefits for "Paid Parental Leave." This is the full salary paid to all employees for 3 full months (25% of annual salary) if they or their spouse have a child birth.

Further, Mr. Fournier had a written document via PowerPoint that he shared with the Budget and Labor Committee at this session that explicitly stated the addition of "Paid Parental Leave" to these contracts and that there was **no additional cost** to be realized by the city.

During the 6/2/2021 meeting, Council Member Ramlawi specifically asked Mr. Fournier for clarification on this and Mr. Fournier re-stated that there is no additional cost to the City for adding "Paid Parental Leave" to both the Teamsters and COAM labor contracts.

In my next 1-on-1 meeting with my supervisor at the time, Tom Crawford, I expressed my great concern with Mr. Fournier's intentional misrepresentation and Mr. Crawford said that he would be removing Mr. Fournier from any future union negotiations going forward. You may easily verify this conversation with Mr. Crawford that took place on 6/3/2021.

I had also previously brought this issue up with Mr. Fournier prior to the Budget and Labor Committee Meeting and he became frustrated with me and said it was "simply the right thing to do." He also was not appreciative that I asked why we gave this costly benefit away in negotiations with at least something in return.

The fact is that there is a significant cost associated with this benefit. Employees are paid 12 weeks (3 months) of their full salary. Employees are not required to use any sick or vacation time that they have accrued during their employment.

This sick and or vacation time is then banked up and often cashed in at retirement or separation of employment. The significant cost comes in where police officers, for example, bank their sick and vacation time when at a lower level of seniority and increasingly receive promotions during their tenure with the city. Not only are we not accruing for the vacation and sick time, but we are not considering when this sick and vacation time is paid out upon retirement or resignation at an exponentially higher rate, based on their level at the time of payout (not when they earned it as a standard officer, for instance). In other words, the time that has not been used has a value of the lower hourly rate – then after being saved and banked, the officer that is now a Sergeant, Lieutenant or Deputy Chief is able to cash thee hours in at a significantly greater amount.

In addition to this exorbitant amount of money that Mr. Fournier has intentionally omitted, there is significant cost for overtime that other employees are paid to cover these employees being out of work.

I do think that "Paid Parental Leave" is a very generous and progressive benefit to our employees, however I feel it is completely inappropriate to report this to the City Council's Budget and Labor

Committee as “no additional cost.” This is a huge concession by the City and Mr. Fournier’s reporting on material data has been presented falsely.

For reference, from 01/01/2020 thru today, 10/04/2021 - the City has paid out \$613,859 to 39 employees – 18 of which are Police Officers for a total of \$363,740.

Section #3 - Fraud - Illegally manipulating and altering city government budgetary documents and accounting records for the sole purpose of deceiving the City Council.

I recently completed a salary equity study that was initiated by previous City Administrator, Tom Crawford. This study suggestion was brought to me from Mr. Crawford from a complaint received by [REDACTED]. She felt that there were salary issues in the City compensation system, specifically as it related to female employees. Upon initial investigation of [REDACTED] claim, it was clear that there were indeed discrepancies for females, specifically in her particular salary grade 12. These discrepancies and inequities were created by Mr. John Fournier, during his time as the Interim Director of Human Resources.

You will see from this chart below that Mr. Fournier approved a male new hire salary at 95% of the salary range, meaning 95% of the maximum. This is wildly unheard of and completely inappropriate for any employee to be hired in at the maximum of a particular salary grade range. Doing so, clearly will create internal inequities with existing staff in the same salary range, especially for employees that have longer tenure with the city and may be at a lower point of the range.

Further, Mr. Fournier, approved an entire Information Technology salary re-structure, in which 2 other male IT employees negatively impacted the internal equity, particularly for females – including [REDACTED]

The 3 yellow highlighted employees are the result of Mr. Fournier approving 1 new hire and 2 re-classifications. You can see that Mr. Fournier has caused great inequity for 2 female employees. This is easily referenced and noted by their time in the position, in which the 2 female employees have far more seniority that the male employees where Mr. Fournier made significant errors in approving.

Employee Name (Last Suffix, First MI)	Gender	Date In Job	Years in Job	Annual	Percent in Range
McDole, Jeffrey T.	Male	11/16/2020	0.88	\$124,305.80	94.90%
Eyer, Kevin R.	Male	12/03/2012	8.84	\$123,169.92	91.00%
Baron, Joshua R.	Male	07/01/2012	9.26	\$123,429.00	91.90%
[REDACTED]	Female	10/10/2005	15.98	\$114,200.78	60.10%
	Female	04/11/2005	16.48	\$109,925.41	45.40%

This initial discovery of the initial search into [REDACTED] lead to a wider investigation into the City’s compensation practices and to identify and make recommendations on how to bring disparities to an end, particularly for women and people of color.

This study continued while Mr. Crawford departed, and Mr. Fournier was appointed as the Interim City Administrator. When I advised Mr. Fournier of the discrepancies and serious errors he made,

he was extremely defensive, but he let me continue the analysis as many employees had already begun to ask about the status.

I informed Mr. Fournier that it was Mr. Crawford's intent to make a recommendation on any salary adjustments to the City Council in the form of a formal budget amendment. Mr. Fournier did not initially object and as I began nearing the completion of the analysis, Mr. Fournier informed me that he was intending to present this data to the City Council at the 9/20/2021 City Council meeting for a budget amendment. I had finalized my assessments presented to Mr. Fournier and it had become more apparent that most of the salary adjustment approvals that caused the majority of the disparities were from Mr. Fournier during his time as the Interim Human Resources Director.

On the afternoon of 9/20/2021, I asked Mr. Fournier if he had everything he needed for the City Council meeting and he informed me that he would no longer be taking this issue to council and that he did some "creative accounting" and found a way to break up, hide and re-allocate funds in other areas of the budget so they would not hit thresholds that would require him to report any of this to the City Council. He also said that he had already given instructions to Marti Praschan, the Chief Financial Officer to carry this out.

This did not feel right to me so I said to him that I think he should still notify council. His response was in an arrogant tone (while laughing) and said "well when there is an MLive article posted about it, that will be their notification."

For reference my equity study effected 54 employees and the total cost to the city is well over \$200,000. This has already been approved, submitted and processed for the next paycheck.

Section 4 – Abuse of Power and Directives Given to Staff to Intentionally Violate State Law & Retaliation

On Wednesday, September 29, 2021, Governor Gretchen Whitmer, signed into Michigan State Law that it is hereby illegal for a city government to have a COVID-19 vaccination mandate that required employees be vaccinated by condition of employment.

██████████ and was in agreement in attempting to bargain with our 9 labor unions a vaccine mandate, up unto this recent development.

On Monday, September 27, 2021, the City Council passed a resolution requesting that the City Attorney conduct a legal impact analysis and come back to council with a recommendation on what this law that was about to be signed, really meant for the City of Ann Arbor.

Mr. Fournier, disregarded the City Council's request to get more information before proceeding and sent out an email to all staff on 9/30/2021 (see attached) where he is misleading to staff and saying that City Council has unanimously approved us to move forward to push this mandate on the staff – He omits the part that City Council has also passed a resolution seeking clarity on the legalities of a vaccine mandate before proceeding.

Mr. Fournier, then sent out an email (see attached) on 10/1/2021 to myself and Attorney Margaret Radabaugh to continue to bargain with the unions on the mandate even though he was well aware that this was now against the law. He further tells me in the email to have letters prepared for the administrative suspension and dismissal of our City employees.

On 10/1/2021 after receiving this illegal directive from Mr. Fournier, I called City Attorney, Stephen Postema at 8:20AM informing him that I was not going to comply with Mr. Fournier's illegal instructions and I asked him for help on this matter. I further asked if we could postpone all vaccine mandate discussions until the City Council has received the legal information that they requested from the 9/27/2021 City Council Meeting. Mr. Postema agreed for us to postpone but said he would be relaying my concerns to Mr. Fournier.

I later received an email (see attached) from Mr. Fournier in which he was attacking me on a matter that should not have ever been an issue – this was his way of retaliating against me for again calling out his inappropriate behavior and an attempt to manufacture me as having performance issues.

The issue was on the DEI Manager/Director job description that I had created weeks before. When Mr. Fournier returned from his Paid Parental Leave, he informed me that he did not like my job description and submitted his own to me that he wanted me to post. I was very disappointed in this, as he sabotaged my job description and it appeared that he wanted the City's DEI initiatives to fail. I told Mr. Fournier that I objected to his direction and that I would attempt to find a way to incorporate his changes into a new description.

After this discussion, Mr. Fournier re-prioritized my goals to make the vaccine mandates a priority and I was also finishing up the internal equity study. We agreed that the job description would be put off and we would leave my description posted for now. On Friday, 10/1/2021, I sent him my original job description with the explanation that his changes did not fit the organizational need and I had just changed the title. Please see attached email where Mr. Fournier attacks my performance and again attempts to document and manufacture false performance issues.

My response to him as you will see is to cease and desist with the retaliation. Also note that Mr. Fournier did not provide any changes to my original recommendations.

Section #5 – Unfair Treatment in Comparison to How Mr. Fournier Manages Other Staff

Regarding the management and treatment of Executive staff and Mr. Fournier's other direct reports, there is clear discrepancy particularly toward persons of color.

I have personally witnessed Mr. Fournier be confrontational, disrespectful and combative on more than one occasion towards [REDACTED]. This has also been witnessed by numerous staff members on multiple occasions.

I have also personally asked Mr. Fournier why he only treats the only [REDACTED] on the Executive Staff in this negative and retaliatory manner. He has yet to respond to me.

SECTION #1

ATTACHMENTS



Tom Guajardo [REDACTED]

Rescinding Acceptance of the Employment Offer - Director of Human Resources

2 messages

Tom Guajardo [REDACTED] >

Sun, Dec 20, 2020 at 2:27 PM

To: tcrawford@a2gov.org

Cc: "Fournier, John" <jfournier@a2gov.org>, mradabaugh@a2gov.org, spostema@a2gov.org

Mr. Crawford,

I am writing to you to officially rescind my acceptance to the offer of employment for the Director of Human Resources position with the City of Ann Arbor, which was contingent upon the successful completion of the City of Ann Arbor's extensive background check and additional employment application.

While I have submitted my additional employment application and background release form to Mr. Fournier, I found it particularly troubling from a legal, moral and ethical standpoint, as the majority of it asks very specific questions that are racially biased and completely irrelevant to how a candidate will perform to his or her job duties.

To put into context, one of your employment questions is "How many times have you been pulled over by a police officer and let go without a citation?" As a person of color, I had to answer this question as "multiple." Living on the border of Dearborn/Detroit, I was routinely stopped by police officers simply to ask for my ID, proof of insurance or to ask where I was going, without ever once committing a traffic violation. This is what people of color experience on a daily basis simply because of race and has nothing to do with past, current or future employment. Asking such racially biased questions on your employment application is not only problematic and irrelevant but it also is illegal to make employment decisions based off this information. Please keep in mind this is just one example of an employment application that is riddled with more of the same.

Reluctantly, I still completed the application and sent it to Mr. Fournier. I was then contacted by Ann Arbor Police Officer Garrett last week requesting me to attend a 2-hour long interrogation at the Ann Arbor Police Department in regard to my responses to my employment application. This further solidified my instincts that initially told me that the employment practices that the City of Ann Arbor engages in are troubling and problematic.

The City has already successfully checked all of my previous employment references and spoken to past supervisors regarding my knowledge, skills and abilities. I have taken and passed the drug screen and I do not have a criminal history. I also have a very good credit score and educational credentials. These job relevant criteria may be easily verified without being subjected to unnecessary and irrelevant processes for a civilian level administrative position with the City.

My goal is to work with an organization that at minimum baseline is sound, moral, ethical and also values diversity, equity and inclusion. Unfortunately, based on the pre-employment processes here, I do not feel that my values align with that of the City of Ann Arbor's and this is what ultimately led me to this conclusion.

Mr. Crawford – I know that you are still relatively new to the role as well and you may not be aware of the current HR practices of the City, so my advice to you would be to scrap your current process immediately and work with your legal team and a consultant to adopt a much more sound recruitment process that is

10/4/21, 9:52 AM

Gmail - Rescinding Acceptance of the Employment Offer - Director of Human Resources

not only compliant with the law, but also one that incorporates best practices to attract, hire and retain a diverse workforce.

Respectfully,

Tom Guajardo

Crawford, Tom <TCrawford@a2gov.org>

Sun, Dec 20, 2020 at 2:55 PM

To: Tom Guajardo [REDACTED]

Cc: "Fournier, John" <JFournier@a2gov.org>, "Radabaugh, Margaret" <MRadabaugh@a2gov.org>, "Postema, Stephen" <SPostema@a2gov.org>

Mr. Guajardo,

Thank you for your comments about the city's hiring process. As you've probably seen, improving the city's diversity, equity, and inclusion is a major goal of mine and the organization. There are many improvements that can be made in the organization and my hope from interviewing you was that you can help lead us in that direction. The city is full of many good people who are supportive and desire change, which includes the HR department. It would be unfortunate if some of the existing processes, which we haven't had an opportunity to review yet, resulted in a delay in making progress of these important values to the organization and city. Were you to accept the position, the hiring process would be our first priority to improve, and I would work with you to do so. I'd welcome the opportunity to talk further about this unique and impactful opportunity. I am available anytime at the number below.

Regards,

Tom Crawford

[REDACTED]

From: Tom Guajardo [REDACTED]

Sent: Sunday, December 20, 2020 2:28 PM

To: Crawford, Tom <TCrawford@a2gov.org>

Cc: Fournier, John <JFournier@a2gov.org>; Radabaugh, Margaret <MRadabaugh@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>

Subject: Rescinding Acceptance of the Employment Offer - Director of Human Resources

This message was sent from outside of the City of Ann Arbor. Please do not click links, open attachments, or follow directions unless you recognize the source of this email and know the content is safe.

[Quoted text hidden]

Introduction

In Michigan, the Elliott-Larsen Civil Rights Act (ELCRA) MCL §37.2206, and the Persons with Disabilities Civil Rights Act (PWDCRA) MCL §37.1206 provide significant guidance to employers in the hiring process. In addition, this guide includes the requirements of Title VII of the Civil Rights Act of 1964, 42 USC §§ 2000(e) et seq.; Title I of the Americans with Disabilities Act, 42 USC §§12101 et seq.; the Age Discrimination in Employment Act, 29 USC §§ 621 et seq.; and the Immigration Reform and Control Act of 1986, 8 USC §§ 1324a et seq.

Recruitment

The referenced federal and state laws make it unlawful for an employer to print, circulate, post, mail or otherwise cause to be published a statement, advertisement, notice or sign which indicates a preference, limitation and/or specification based on religion, race, color, national origin, age, sex, height, weight, marital status or disability. Employers are not prohibited from including statements that affirm equal employment opportunity.

Pre-Employment Inquiries

Except as permitted by the Michigan Civil Rights Commission (MCRC) Rules or by federal law, these statutes make it unlawful for an employer or employment agency to ask questions, orally or in writing, that elicit information, try to elicit information, or express a preference on the basis of race, color, religion, national origin, age, sex, height, weight, marital status, or disability of a prospective employee. These laws are not intended to interfere with an employer's right to hire qualified persons; rather, they prevent characteristics which are not job-related (such as race, sex, marital status, etc.) from influencing the selection process.

Job Description

One way to ensure sound hiring procedures and avoid unlawful discrimination is for employers to write job descriptions outlining the required skills and abilities for each position. Focusing on the individual's skills and specific job requirements helps employers select the most qualified candidate.

Requests for information that are unlawful pre-employment may be legal once the applicant is hired, such as information needed for payroll and benefit processing (marital status, number of dependents, etc.). However, the information should not be requested on the employment application or during the interview.

Arrest Records

Under Michigan law, employers **may not** ask an applicant about a misdemeanor arrest that did not result in a conviction. Employers **may** ask about felony or misdemeanor convictions or felony arrests which did not result in a conviction. Some employers are required to conduct criminal history background checks on potential hires. However, unless required by law, it is a violation of Title VII of the US Civil Rights Act for employers to have a blanket policy of not hiring or accepting applications from anyone with a criminal conviction.

Data Collection

Under limited circumstances, employers may be required to gather information that might otherwise be unlawful under the ELCRA and the PWDCRA. Documentation required by the Immigration Reform and Control Act, 8 USCA §§ 1324a et seq, and criminal history background checks required for applicants in certain occupations all require gathering otherwise prohibited data. Employers must use care to gather **ONLY** the information required by the controlling statute or

regulation, restrict access to this information, and require collection only after the employer has made a conditional offer of employment.

Bona Fide Occupational Qualification

Employers can request an exemption from Michigan civil rights law if they can show that religion, national origin, age, height, weight or sex is a bona fide occupational qualification (BFOQ) that is **necessary** to normal business operations. Employers can ask the MCRC for a BFOQ before posting a position. If a BFOQ is not requested and the employer is later charged with discrimination, the employer can raise BFOQ business necessity as a defense to the charge. For example, a juvenile detention facility concerned with the privacy of the youth may request hiring one person per shift of the same sex as the facility residents.

EEO/Workforce Diversity Plans

Equal Employment Opportunity (EEO) and workforce diversity plans are permitted to require the aggregate collection of data on race, religion, color, national origin, sex or disability of applicants and employees as long as the data is separated from hiring or promotional processes.

To file a complaint, or to ask questions contact 1/800.482.3604 or TTY 1/877.878.8464. You can also file online:

www.michigan.gov/mdcr



Revised 6/2012 – web only

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Pre-Employment Inquiry Guide

Subject	Lawful Pre-Employment Inquiries	Unlawful Pre-Employment Inquiries
Address	Applicant's current and prior addresses	
Age	Are you 18 or older?	Applicant's age or date of birth
Arrests	Have you ever been convicted of a crime? Have you ever been arrested for a felony?	Misdemeanor arrests which did not result in conviction ⁱ unless applicant is seeking a position with a law enforcement agency
Birthplace		Birthplace of applicant and applicant's relatives; birth certificate, naturalization and baptismal records, unless required by federal law ⁱⁱ
Citizenship	Are you legally authorized to work in the United States?	These questions are unlawful unless asked as part of the Federal I-9 process ⁱⁱⁱ a.) Of what country are you a citizen? b.) Are you a naturalized or native-born citizen? c.) Are your parents or spouse naturalized or native-born citizens?
Disability	Ability to perform the essential functions of the job with or without accommodation ^{iv}	Physical or mental conditions which are not directly related to the requirements of a specific job
Education	Applicant's academic, vocational or professional education and schools attended	
Genetic Testing		Applicant's genetic information; requiring applicant to undergo genetic testing ⁱ
Height or Weight		Applicant's height or weight ⁱ
Marital Status		Marital status or children; titles such as Mr., Mrs., or Ms. ⁱ
Name	Applicant's name; other names used by applicant	Applicant's maiden name ⁱ
National Origin	Languages spoken and written by applicant	Applicant's lineage, ancestry, national origin or nationality (see note ii below)
Notice in Case of Emergency	Name, address and phone number of person to be notified in case of accident or emergency	Name, address and phone number of relative to be notified in case of accident or emergency
Organizations	The organizations and clubs to which applicant belongs except as noted in the column to the right	Names of organizations to which an applicant belongs IF information would reveal the race, color, religion, national origin or ancestry of the members of the organization
Photograph		Applicant's photograph prior to hire



U.S. Equal Employment Opportunity Commission

Pre-Employment Inquiries and Arrest & Conviction

Federal law does not prohibit employers from asking about your criminal history. But, federal EEO laws do prohibit employers from discriminating when they use criminal history information. Using criminal history information to make employment decisions may violate Title VII of the Civil Rights Act of 1964, as amended (Title VII).

1. Title VII prohibits employers from treating people with similar criminal records differently because of their race, national origin, or another Title VII-protected characteristic (which includes color, sex, and religion).
2. Title VII prohibits employers from using policies or practices that screen individuals based on criminal history information if:
 - They significantly disadvantage Title VII-protected individuals such as African Americans and Hispanics; AND
 - They do not help the employer accurately decide if the person is likely to be a responsible, reliable, or safe employee.

See also:

- **What You Should Know About the EEOC and Arrest and Conviction Records**
(<https://www.eeoc.gov/wysk/what-you-should-know-about-eeoc-and-arrest-and-conviction-records>)
- Enforcement Guidance on **Consideration of Arrest and Conviction Records in Employment Decisions Under Title VII of the Civil Rights Act of 1964**
(<https://www.eeoc.gov/node/17883>)

Difference Between Arrest Records and Conviction Records

The fact that an individual was arrested is not proof that he engaged in criminal conduct. Therefore, an individual's arrest record standing alone may not be used by an employer to take a negative employment action (e.g., not hiring, firing or suspending an applicant or employee). However, an arrest may trigger an inquiry into whether the conduct underlying the arrest justifies such action.

In contrast, a conviction record will usually be sufficient to demonstrate that a person engaged in particular criminal conduct. In certain circumstances, however, there may be reasons for an employer not to rely on the conviction record alone when making an employment decision.

Several states' laws limit employers' use of arrest and conviction records to make employment decisions. These laws may prohibit employers from asking about arrest records or require employers to wait until late in the hiring process to ask about conviction records. If you have questions about these kinds of laws, you should contact your state fair employment agency for more information.

Consumer Protections and Criminal Background Checks

Employers that obtain an applicant's or employee's criminal history information from consumer reporting agencies (CRAs) also must follow the Fair Credit Reporting Act (FCRA). For example, FCRA requires employers to:

- Get your permission before asking a CRA for a criminal history report;
- Give you a copy of the report and a summary of your rights under FCRA before taking a negative employment action based on information in the report.
- Send you certain notices if it decides not to hire or promote you based on the information in the CRA report.

If you would like to know more about FCRA, visit the **Federal Trade Commission's (FTC) website (<http://www.ftc.gov/bcp/edu/pubs/consumer/credit/cre36.shtm>)**.



Tom Guajardo [REDACTED]

Offer Letter

7 messages

Fournier, John <JFournier@a2gov.org>

Tue, Dec 8, 2020 at 6:55 PM

To: [REDACTED]

Mr. Guajardo,

Attached please find an offer letter from the City of Ann Arbor for the position of Director of Human Resources and Labor Relations. There are also accompanying attachments that are described in the letter. I would like to discuss the offer with you tomorrow (Wednesday), please let me know if you are available at 11:30 am, 3:00 pm, or 4:30 pm to discuss. If not, I can be available in the evening as well.

Congratulations! The letter and Fair Credit Reporting Act Disclosure Form must be signed and returned to me within 48 hours if you would like to accept the position.

Best,

John

John Fournier

Assistant City Administrator

City of Ann Arbor

301 E. Huron Street

Ann Arbor, MI 48104

T: 734-794-6110 ext. 41107

E: jfournier@a2gov.orgwww.a2gov.org

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

5 attachments

10/4/21, 9:04 AM

Gmail - Offer Letter



2021 Non-Union Benefit Summary.pdf
208K



201208_Guajardo_Offer_Letter.pdf
176K



Dual Pension Plan Summary.pdf
335K



Fair Credit Reporting Act Disclosure Authorization Disclosure.pdf
64K



Individual Disability Insurance.pdf
50K

Tom Guajardo [REDACTED]
To: "Fournier, John" <JFournier@a2gov.org>

Tue, Dec 8, 2020 at 8:48 PM

John,

Thank you so much for the offer. I am looking forward to speaking with you tomorrow. 11:30 AM works well for me and you can reach me at [REDACTED]

Have a great night and I look forward to speaking with you tomorrow.

Regards, TG

[Quoted text hidden]

Fournier, John <JFournier@a2gov.org>
To: Tom Guajardo [REDACTED]

Tue, Dec 8, 2020 at 9:50 PM

Tom,

Great, I will give you a call at 11:30.

Best,

John

John Fournier

Assistant City Administrator

City of Ann Arbor

301 E. Huron Street

Ann Arbor, MI 48104

T: 734-794-6110 ext. 41107

E: jfournier@a2gov.org

www.a2gov.org



Tom Guajardo [REDACTED]

Background Check

1 message

Fournier, John <JFournier@a2gov.org>

Thu, Dec 10, 2020 at 2:32 PM

To: Tom Guajardo [REDACTED]

Tom,

Attached you will find two documents that are related to your background check. The first is the background questionnaire document, this must be filled out in detail and sent back to me. Second, there is a form you have to fill out and take into one of our local Michigan Urgent Care locations for a drug screening, please complete this asap. Directions for the drug screening are on the form.

This offer is contingent upon the successful completion of the following items:

- Extensive background investigation completed by the Ann Arbor PD, and including the following:
 - Education verification (highest level of completed education)
 - Please mail your official transcript to John Fournier, [REDACTED], or have official transcripts sent to my work email address. The transcripts must come directly from the college or university.
 - Pre-employment drug screen

I will also need you to provide the following:

- Copy of your Birth Certificate (*contains racial information unnecessary for employer to determine if an applicant will be successful on the job*)
- Copy of your Driver's License (*contains height and weight information and is illegal to ask for in background check*)
- Copy of Vehicle Registration and insurance (for all vehicles registered to you)
- commonly used to discriminate against persons that cannot afford a vehicle and rely on public transportation

These items should be sent to me in the mail, not over email. I don't want to compromise your SSN via email. Please send them to the address above.

Let me know if you have any questions. The sooner these items are completed, the sooner the background check process can be done.

Thanks!

John

John Fournier

Assistant City Administrator

10/4/21, 9:06 AM

Gmail - Background Check

City of Ann Arbor

301 E. Huron Street

Ann Arbor, MI 48104

T: 734-794-6110 ext. 41107

E: jfournier@a2gov.org

www.a2gov.org



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2 attachments



HRD Drug Screen.pdf
1007K



AAPD Background Check 2020 - NON-SWORN Candidates (2).docx
510K



Ann Arbor Police Department Personal History Statement



Instructions to the Applicant

The information you provide in this Personal History Statement will be used in the background investigation process to assist in determining your suitability for a non-sworn position within the Police Department.

- It is your responsibility to complete this form and provide all required information.
- The personal history statement must be completed and returned to your Recruiter prior to the due date. Submissions received later than that may result in your elimination from further consideration for this hiring process. The due date will be clearly indicated on the email sent to you with this attachment.
- You must respond to all items and questions. If a question does not apply to you, write "N/A" (not applicable) in the space provided for your response.

Disqualification

There are very few **automatic** bases for rejection. Even issues of prior misconduct, such as prior illegal drug use, driving under the influence, theft, or even arrest or conviction are usually not, in and of themselves, automatically disqualifying. However, **deliberate misstatements or omissions** can and often will result in your application being rejected, regardless of the nature or reason for the misstatements/omissions. The primary reason individuals "fail" background investigations is because they deliberately withhold or misrepresent job-relevant information from their prospective employer.

BOTTOM LINE: You are responsible for providing complete, accurate, and truthful responses.

Disclosure of Medically-Related Information

In accordance with the U.S. Americans with Disabilities Act and the Genetic Information Nondiscrimination Act (GINA), applicants are not expected or required to reveal any medical or other disability-related information about themselves or their family members in response to questions on this form.

I have read and I understand the above instructions.

Signature: _____

Date: _____

PERSONAL		
1. Your Name		
Last, First, Middle Click here to enter text.		
Other Names (including nicknames) you have used or are known by: Click here to enter text.		
2. List Current Address Where You Actually Reside – Not mailing address.		
Street Address Click here to enter text.	City, State, Zip Click here to enter text.	
3. List Any Alternate Address – (e.g. Mailing, School, Military, Temporary, etc.)		
Street Address Click here to enter text.	City, State, Zip Click here to enter text.	
4. List the Telephone Number(s) at Which You Can Be Contacted		
Home: Click here to enter text.	Hours: Click here to enter text.	
Work: Click here to enter text.	Hours: Click here to enter text.	
Cell: Click here to enter text.	Hours: Click here to enter text.	
5. Date of Birth	Click here to enter text.	
6. Social Security Number	Have you ever had more than one Social Security Number?	
Click here to enter text.	<input type="checkbox"/> YES <input type="checkbox"/> NO	
	If yes, give number and State: Click here to enter text.	
7. Driver's License Information		
State Click here to enter text.	License Number Click here to enter text.	Endorsements Click here to enter text.

RESIDENCES				
8. List all of your residences during the last 10 years. Begin with your current address.				
From Month/Year	To Month/Year	Street Address & Apt. #	City, State, Zip	If renting, please list landlord Name, Address, and Phone #.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
In what city were you raised? It is OK to list more than one if applicable Click here to enter text.				

TRAVEL			
9. List Foreign Countries Visited during the last 10 years – Excluding military. If more space is needed, attach another page per the instructions. (Document Military travel in the “Military” Section).			
Country	From Month/Year	To Month/Year	Reason (Vacation, Relatives, School, etc.)
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

REFERENCES		
10. List SIX (6) Individuals Who Are Social Acquaintances – These should be persons that you have seen frequently during the past 5 years. Exclude relatives, co-workers and current or former employers. Do not use the same names previously listed elsewhere in this application. Do NOT list former or current employers, co-workers, relatives.		
Name Click here to enter text.		
Address Click here to enter text.	Email Click here to enter text.	Phone Click here to enter text.
Name Click here to enter text.		
Address Click here to enter text.	Email Click here to enter text.	Phone Click here to enter text.
Name Click here to enter text.		
Address Click here to enter text.	Email Click here to enter text.	Phone Click here to enter text.
Name Click here to enter text.		
Address Click here to enter text.	Email Click here to enter text.	Phone Click here to enter text.
Name Click here to enter text.		
Address Click here to enter text.	Email Click here to enter text.	Phone Click here to enter text.

Name Click here to enter text.		
Address Click here to enter text.	Email Click here to enter text.	Phone Click here to enter text.

EDUCATION					
11. Education – List ALL high schools, vocational schools, college/universities you have registered at or attended. (Include on-line courses, non-credited courses, and training courses whether or not you have received college credit. Use additional pages if necessary.)					
From Month/Year	To Month/Year	Name of School	Location of School (City & State)	Course Major	Diploma/Degree, or Accumulated Credit Hours
X	X	High School (Do Not List HS Dates) Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Middle School Attended / Location Click here to enter text.		Elementary School Attended / Location Click here to enter text.			
12. Have you ever been disciplined, reprimanded, placed on academic or other probation, suspended, or expelled from any high school or post-secondary school? <input type="checkbox"/> YES <input type="checkbox"/> NO If “yes”, please explain in the space below.					
Click here to enter text.					
13. Have you ever been investigated by a school judiciary board, Dean of Students or any academic body? Include colleges and universities, graduate schools, business and vocational schools – any formal education beyond the high school level. <input type="checkbox"/> YES <input type="checkbox"/> NO If “yes”, please explain in the space below.					
Click here to enter text.					
14. While enrolled in any educational institution, including any college, university, graduate school, business or					

vocational school (i.e. any formal education beyond the high school level), have you ever been accused or questioned about any misconduct, including plagiarism, cheating, lying, and/or false statements?

If "yes", please explain in the space below.

[Click here to enter text.](#)

EXPERIENCE & EMPLOYMENT

15. As part of the background investigation, your current employer must be contacted. Do you authorize the City of Ann Arbor to contact your current employer? ☐ YES ☐ NO

16. Beginning With Your Most Current Employment –

List all periods of employment and unemployment (including part-time, temporary, and voluntary positions) you have held in the last 10 years. (For the purposes of this questionnaire, voluntary work should be included as employment.) For identification and verification, indicate the nature of the activity; i.e. full-time, part-time, or voluntary. If you have had intervening periods of military service or unemployment, please list those periods in sequence in the space provided. Also, give starting and ending salaries. Use additional page(s) if necessary.

Dates of Employment		Name, Address, & Telephone Number of Employer	Name(s) / Telephone Number(s) / Email of Supervisor(s)	
From Month/Year	To Month/Year			
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	
<input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART-TIME <input type="checkbox"/> VOLUNTARY		Title or Duties (For Identification Purposes) Click here to enter text.	Salary Start Click here to enter text.	Salary End Click here to enter text.

Reason for Leaving: [Click here to enter text.](#)

☐ MILITARY SERVICE ☐ NOT EMPLOYED From: [Click here to enter a date.](#) To: [Click here to enter a date.](#)

Dates of Employment		Name, Address, & Telephone Number of Employer	Name(s) / Telephone Number(s) / Email of Supervisor(s)	
From Month/Year	To Month/Year			
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	
<input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART-TIME <input type="checkbox"/> VOLUNTARY		Title or Duties (For Identification Purposes) Click here to enter text.	Salary Start Click here to enter text.	Salary End Click here to enter text.

Reason for Leaving: [Click here to enter text.](#)

☐ MILITARY SERVICE ☐ NOT EMPLOYED From: [Click here to enter a date.](#) To: [Click here to enter a date.](#)

Dates of Employment		Name, Address, & Telephone Number of Employer	Name(s) / Telephone Number(s) / Email of Supervisor(s)
From	To		
		Click here to enter text.	Click here to enter text.

Month/Year	Month/Year		
<input type="checkbox"/> FULL-TIME <input type="checkbox"/> PART-TIME <input type="checkbox"/> VOLUNTARY	Title or Duties (For Identification Purposes) Click here to enter text.		Salary Start Click here to enter text.
		Salary End Click here to enter text.	
Reason for Leaving: Click here to enter text.			
<input type="checkbox"/> MILITARY SERVICE <input type="checkbox"/> NOT EMPLOYED From: Click here to enter a date. To: Click here to enter a date.			
17. List all law enforcement agencies to which you have applied. Include the status of each application.			
Click here to enter text.			

DISCIPLINE – For each “Yes” answer in questions 18-23 below, you must provide an explanation			
18. Employment Disciplinary Record – List those employers who either 1) disciplined you – verbal, written or suspension 2) discharged you 3) requested that you resign employment. Give details on separate sheet if necessary.			
Employers Name Click here to enter text.	Date of Action Click here to enter text.	Name of Supervisor Involved Click here to enter text.	Action or Resolution Click here to enter text.
Details About the Incident: Click here to enter text.			
Employers Name Click here to enter text.	Date of Action Click here to enter text.	Name of Supervisor Involved Click here to enter text.	Action or Resolution Click here to enter text.
Details About the Incident: Click here to enter text.			
Employers Name Click here to enter text.	Date of Action Click here to enter text.	Name of Supervisor Involved Click here to enter text.	Action or Resolution Click here to enter text.
Details About the Incident: Click here to enter text.			
Employers Name Click here to enter text.	Date of Action Click here to enter text.	Name of Supervisor Involved Click here to enter text.	Action or Resolution Click here to enter text.
Details About the Incident: Click here to enter text.			
Employers Name Click here to enter text.	Date of Action Click here to enter text.	Name of Supervisor Involved Click here to enter text.	Action or Resolution Click here to enter text.
Details About the Incident: Click here to enter text.			
19. Have you ever been accused of stealing anything from any employer, whether you did it or not?			
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.			

20. Have you ever been the subject of an investigation in employer's internal affairs unit, human resources, legal department, quality control, loss prevention or any other disciplinary or investigative unit?

☐ YES ☐ NO [Click here to enter text.](#)

21. Have you ever been warned, counseled, or otherwise spoken to about comments you made regarding someone's race, gender, religion, disability, nationality, sexual orientation or other protected classification?

☐ YES ☐ NO [Click here to enter text.](#)

22. Were you ever the subject of, or involved in any licensing or regulatory agency investigation?

☐ YES ☐ NO [Click here to enter text.](#)

MILITARY SERVICE

23. If you are a male and are a U.S. Citizen, or you were a resident of the U.S. on your 18th birthday, please provide your selective service number below.

Selective Service # [Click here to enter text.](#)

24. Have you ever served in any of the Armed Forces, National Guard, or Military Reserves?

☐ YES ☐ NO [If YES, continue with this section. If NO, go to question #32.](#)

25. Active Duty Military Record – Reserve and/or National Guard Record – List active military duty and/or present or past service in any Reserve or National Guard Unit.

Branch of Service Click here to enter text.	Unit and Occupation Click here to enter text.	Enlistment Date Click here to enter text.	Discharge Date Click here to enter text.
Service Number Click here to enter text.	Highest Rank Attained Click here to enter text.	Rank at Discharge Click here to enter text.	Type of Discharge Click here to enter text.
Separation Code Click here to enter text.	Re-Enlistment Code Click here to enter text.	If Active or Current Reserve, list Commanding Officer's Name Click here to enter text.	
Branch of Service Click here to enter text.	Unit and Occupation Click here to enter text.	Enlistment Date Click here to enter text.	Discharge Date Click here to enter text.
Service Number Click here to enter text.	Highest Rank Attained Click here to enter text.	Rank at Discharge Click here to enter text.	Type of Discharge Click here to enter text.
Separation Code Click here to enter text.	Re-Enlistment Code Click here to enter text.	If Active or Current Reserve, list Commanding Officer's Name Click here to enter text.	
Branch of Service Click here to enter text.	Unit and Occupation Click here to enter text.	Enlistment Date Click here to enter text.	Discharge Date Click here to enter text.
Service Number Click here to enter text.	Highest Rank Attained Click here to enter text.	Rank at Discharge Click here to enter text.	Type of Discharge Click here to enter text.
Separation Code Click here to enter text.	Re-Enlistment Code Click here to enter text.	If Active or Current Reserve, list Commanding Officer's Name Click here to enter text.	

26. Military Discipline Record – Including Reserve and/or National Guard Disciplinary Record. List all disciplinary actions against you, including formal charges as well as company punishments, including Article 15 and Captain's Mast, whether found guilty or not. **Include reductions in pay grade, judicial or non-judicial disciplinary action.*

Charge Against You	Type of Court Martial or Other Disciplinary Proceedings	Disposition
A. Click here to enter text.	Click here to enter text.	Click here to enter text.
B. Click here to enter text.	Click here to enter text.	Click here to enter text.

C. Click here to enter text.	Click here to enter text.	Click here to enter text.
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27. List All Duty Stations – Starting with the most recent. Include basic training, tours overseas, etc. while in the Military.

Month and Year	Location	Duties/Purpose Approximate Length of Your Tour
A. Click here to enter text.	Click here to enter text.	Click here to enter text.
B. Click here to enter text.	Click here to enter text.	Click here to enter text.
C. Click here to enter text.	Click here to enter text.	Click here to enter text.
D. Click here to enter text.	Click here to enter text.	Click here to enter text.
E. Click here to enter text.	Click here to enter text.	Click here to enter text.

28. Were you given a Security Clearance?
☐ YES ☐ NO
 If “yes”, please provide the type: Click here to enter text.

Financial

29. Have you ever filed for, or declared bankruptcy? ☐ YES ☐ NO
☐ YES ☐ NO

30. Have you ever had purchased goods repossessed? ☐ YES ☐ NO

If you answered “YES” to any of these questions, please give details:
 Click here to enter text.

Click here to enter text.

31. Have you ever had your home or auto insurance cancelled or been refused renewal? If yes, please explain.
☐ YES ☐ NO Click here to enter text.

32. Do you now have, or have you ever had a gambling problem? If yes, please explain.
☐ YES ☐ NO Click here to enter text.

33. Has a gambling debt ever interfered with your ability to pay your bills? If yes, please explain.
☐ YES ☐ NO Click here to enter text.

34. Have you ever been a party to, or a subject of a government aid investigation? If yes, please explain:
☐ YES ☐ NO Click here to enter text.

35. Did you ever fail to file any Federal, State or Local income tax when required? If yes, please explain.

36. Do you owe any back taxes? If yes, please explain:

☐ YES ☐ NO [Click here to enter text.](#)

37. Have you ever been delinquent on income or property tax payments? If yes, please explain.

☐ YES ☐ NO [Click here to enter text.](#)

LEGAL

38. Have you ever (either as a juvenile or an adult) been suspected or accused of breaking the law, been taken to a police station to be fingerprinted or questioned because of suspicion of committing a crime, been given a citation to appear for breaking the law (such as Minor in Possession of Alcohol), been arrested or convicted of a crime? (This includes expungements, investigations by a Government entity, Attorney General, Inspector General Investigations Diversion Programs, HYTA, pardons, dismissals, sealed files, deferments, and any and all other sentence agreements) ☐ YES ☐ NO
If in doubt, answer **YES** and explain fully on an attached page, as directed in the instructions. Give date, place, charge, and disposition. **FAILURE TO REPORT THIS INFORMATION MAY DISQUALIFY YOU!**

Date	City/Town, State, and Government Agency	Charge(s)	Disposition and Date
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter a date.	Click here to enter text.	Click here to enter text.	Click here to enter text.

39. Civil Court Action – Are you currently or were you ever involved as a plaintiff or defendant in a civil lawsuit related to your employment, filed by you or another party? ☐ YES ☐ NO

If you answered “YES” to this question, please give details:
[Click here to enter text.](#)

40. Criminal Court Action – List all incidents in which you are/were a complainant or witness in a criminal case (except listed in #39 above). Include all City, State, Federal, and Grand Jury cases. (Do not include cases related

to law enforcement or security employment.)				
Date	Location (City, State)	Court or Investigative Body	Who Was the Defendant?	Case Synopsis
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

41. Have you ever had the police called to your home, or has anyone ever called the police on you?

☐ YES ☐ NO Click here to enter text.

42. Have you been the subject of, or involved in any criminal investigation, civil litigation, lawsuit, or had any other contact with the police or federal law enforcement agency not already listed above?

☐ YES ☐ NO Click here to enter text.

43. Have you ever stolen or shoplifted anything?

☐ YES ☐ NO Click here to enter text.

44. Has anyone ever claimed that you have beaten, abused, mistreated or sexually assaulted anyone?

☐ YES ☐ NO Click here to enter text.

45. Are you now or have you ever been a member of any organization, association, movement, group or combination of persons, which advocated or advocates the overthrow of our constitutional form of government by any means other than the democratic procedures provided by our present form of government and/or advocated acts of force or violence to deny other persons their rights under the constitution of the United States by unconstitutional means?

☐ YES ☐ NO Click here to enter text.

46. Have you ever been a party to, or subject of a Personal Protection Order?

☐ YES ☐ NO Click here to enter text.

47. Is your name listed in any police report? Or any court records not listed above?

Click here to enter text.

48. Has any employer, legal entity, judge or magistrate ever accused you or rendered a finding of misconduct related to truthfulness, bias, or integrity?

☐ YES ☐ NO Click here to enter text.

49. To your knowledge, have any law enforcement agencies or prosecutors ever placed your name on a list as someone not deemed trustworthy as a witness? These are commonly referred to as Brady or Giglio lists.

☐ YES ☐ NO Click here to enter text.

50. In any job have you ever been accused or questioned about your truthfulness, integrity or bias?

☐ YES ☐ NO Click here to enter text.

MOTOR VEHICLE OPERATION**51. Please list names under which you have ever acquired a Drivers License.**

1. Click here to enter text.	2. Click here to enter text.	3. Click here to enter text.
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52. Motor Vehicle Operator Record – List all chauffeur and/or driver licenses past or presently held from this state or any other state, territory, or country.

License Type	License #	State	Endorsements	Restrictions	License or Permit ever Revoked or Suspended? If "yes", give details on back.	License Restored?
<input type="checkbox"/> OPERATOR <input type="checkbox"/> CHAUFFER	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
<input type="checkbox"/> OPERATOR <input type="checkbox"/> CHAUFFER	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
<input type="checkbox"/> OPERATOR <input type="checkbox"/> CHAUFFER	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO
<input type="checkbox"/> CHAUFFER <input type="checkbox"/> OPERATOR	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> NO <input type="checkbox"/> YES

53. Do you currently have a CDL that is in good standing with the State of Michigan?☐ YES ☐ NO**54. Has your license ever been suspended, restricted, and/or revoked or have you ever been refused a driver's license by any State?**☐ YES ☐ NO**If "yes", please explain:**

Click here to enter text.

55. Violation Record – list all summonses, citations, or tickets received by you for any traffic law violation or violation that you received while in a motor vehicle, whether you were the driver or passenger. Include reduced, dismissed, held in abeyance and taken under advisement. Use additional pages as indicated in the instructions, if necessary.

Date	City/Town, State, and Police Agency	Violation(s)	Court Disposition and Date
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

56. Michigan Law requires that drivers and owners of vehicles be covered by Automobile Liability Insurance. Please list

your Insurance Company.			
Company Name Click here to enter text.	Agent Telephone Number Click here to enter text.	Policy Number Click here to enter text.	Expiration Date Click here to enter text.
Have you ever been refused auto insurance? If "yes", please explain: Click here to enter text.			
57. Motor Vehicle Accidents – list every accident you have ever been involved in as a driver. Use additional pages if necessary, per the instructions.			
Date Click here to enter text.	City/Town, State Click here to enter text.	Injury Involved? <input type="checkbox"/> Injury <input type="checkbox"/> Non-Injury	
Police Investigation? <input type="checkbox"/> YES <input type="checkbox"/> NO	Police Agency (Address and Phone Number) Click here to enter text.	Citation Received? <input type="checkbox"/> YES <input type="checkbox"/> NO	
Date Click here to enter text.	City/Town, State Click here to enter text.	Injury Involved? <input type="checkbox"/> Injury <input type="checkbox"/> Non-Injury	
Police Investigation? <input type="checkbox"/> YES <input type="checkbox"/> NO	Police Agency (Address and Phone Number) Click here to enter text.	Citation Received? <input type="checkbox"/> YES <input type="checkbox"/> NO	
Date Click here to enter text.	City/Town, State Click here to enter text.	Injury Involved? <input type="checkbox"/> Injury <input type="checkbox"/> Non-Injury	
Police Investigation? <input type="checkbox"/> YES <input type="checkbox"/> NO	Police Agency (Address and Phone Number) Click here to enter text.	Citation Received? <input type="checkbox"/> YES <input type="checkbox"/> NO	
58. Do you currently have any unpaid summonses against you for parking or any other violation in the use of a motor vehicle? <input type="checkbox"/> YES <input type="checkbox"/> NO If "Yes", please give details below:			
Click here to enter text.			
59. Has the Michigan Secretary of State or any other State's Department of Motor Vehicles ever revoked or suspended your ability to register your vehicle or has your vehicle ever been forfeited by any law enforcement agency? <input type="checkbox"/> YES <input type="checkbox"/> NO If "Yes", please give details below:			
Click here to enter text.			
60. Have you ever been stopped by law enforcement while driving where you did not receive a citation?			
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.			
61. Have you ever received a citation from the Department of Natural Resources (DNR)?			
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.			

Personal Information – Please explain any "yes" answers

62. List any hobbies or activities in which you regularly participate
Click here to enter text.
63. List social media website(s) you use:
Click here to enter text.
64. List your professional licenses or certifications
Click here to enter text.
65. Do you speak any languages other than English?
<input type="checkbox"/> YES <input type="checkbox"/> NO If yes, list language(s) Click here to enter text.
66. Have you ever driven a motor vehicle, rode a motorcycle or snowmobile when you had too many alcoholic beverages?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
67. Have you ever furnished alcohol to a person under 21 years of age?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
68. Have you ever purchased or consumed any alcoholic beverages when you were under 21 years of age?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
69. Have you ever used, attempted to use, thought you were using, smoked, ingested, inhaled or experimented in any fashion with marijuana before it became legal in the State of Michigan, or in any other location where it was not legal?
<input type="checkbox"/> YES <input type="checkbox"/> NO Date first used Click here to enter text. Age when first used Click here to enter text. Date last used Click here to enter text. Estimated use during lifetime Click here to enter text. Estimated use during last two years Click here to enter text.
70. Have you ever cultivated, grown, or attempted to grow marijuana?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
71. Have you ever sold or supplied any illegal drug, narcotic or alleged illegal substance to anyone?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
72. Have you ever manufactured any illegal drug, narcotic or alleged illegal substance?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
73. Do you have a medical marijuana card?
<input type="checkbox"/> YES <input type="checkbox"/> NO Click here to enter text.
74. Have you ever illegally used prescription drugs or steroids?

75. Have you ever remained at a public or private gathering where illegal drugs were being used?

☐ YES ☐ NO

[Click here to enter text.](#)

76. Have you ever allowed anyone to use or sell illegal drugs out of your vehicle or residence?

☐ YES ☐ NO

[Click here to enter text.](#)

77. Have you ever used, thought you were using, tasted, sniffed, smoked, ingested, inhaled, injected, swallowed, smelled, attempted to use or experimented with any form of illegal drug, narcotic or substance such as, but not limited to: crack cocaine, speed, PCP, cocaine, methamphetamine, heroin, mescaline, LSD, mushrooms, hashish, opiates, barbiturates, amphetamines, hallucinogens, steroids, peyote, morphine, designer or mood enhancing drugs such as ecstasy, or Rohypnol or prescription drugs not prescribed to you or *any other* illegal substance, or what you believed to be an illegal substance, other than those prescribed by your physician?

☐ YES ☐ NO

[Click here to enter text.](#)

Signature in Full:

Date Completed:



**City of Ann Arbor
Human Resources Services
301 E. Huron St., PO Box 8647, Ann Arbor, MI 48107
Phone: (734) 794-6120 Fax: (734) 994-5961**

December 8, 2020

Mr. Thomas Guaiardo

Royal Oak, MI 48067

Dear Mr. Guajardo,

I am very pleased to provide this letter as an offer of employment with the City of Ann Arbor for the position of Director of Human Resources and Labor Relations! The contents of this letter supersede any other offers—verbal, written, or implied—which you may have received from the City or its employees. Your employment with the City of Ann Arbor is on an at-will basis. As such, either party can terminate your employment at will, with or without notice, and with or without cause at any time.

As a condition of employment with the City of Ann Arbor, you will be required to receive all paychecks by direct deposit. You will receive a detailed explanation of how to access UltiPro and how to setup your direct deposit at orientation on your first day. Pay statements can be accessed 24/7 online through UltiPro.

Some of the terms and conditions of employment are included in this letter. Please note there are other provisions in various City policies and regulations which apply to all employees, which you should review.

1. **Position** – Director of Human Resources and Labor Relations: Position #403890, Exempt, Grade 14
2. **Salary** -- \$125,000 annually, earned and paid bi-weekly.
3. **Date of Employment** – TBD; but not later than January 19, 2021.
4. **Cell Phone** – The Employee shall receive the monthly voice and data cellular phone stipends on the same terms as Non-Union employees in accordance with applicable laws, regulations, policies and guidelines governing these programs. The current stipend totals \$65 monthly for voice and data combined, but is subject to change.
5. **Medical Insurance & Other City Sponsored Benefit Plans** – A benefits summary is enclosed for your review; your coverage under such plans will become effective on your date of hire. If you have any questions our Employee Benefits Coordinator, Kim Barry, can provide a more in-depth explanation of your benefits. She can be reached at kbarry@a2gov.org.
6. **Sick, Vacation, and Personal Leave Plans** –

- *Sick Leave Accrual:* 3.70 hours per pay period, based on 80 hours straight time paid in the pay period.
 - *Vacation and vacation accrual:* **You will have 80 hours in your vacation bank on your date of hire.** Regular full-time employees of the City with less than five years of service accrue 15 days (120 hours) annually. Vacation leave accruals are earned and credited per pay period. Employees shall accrue vacation leave based on the number of hours paid in an 80-hour pay period.
 - *Personal leave:* All regular full-time employees receive four (4) personal leave days per annum, which are issued on July 1st of each year. Yours will be issued on your start date.
7. **Pension** – Employee may participate in the city’s traditional pension plan, which is a hybrid plan whereby the Employee’s participation is divided 50%/50% between a traditional defined benefit pension and a 401(a) plan sponsored by the city. Further details of this plan are enclosed.
8. **Retiree Healthcare** – The City will contribute a sum of money into a Retirement Health Reimbursement Account for each employee. The current annual deposit amount is \$3500, which is subject to change. This amount will be credited at the beginning of each calendar year and will become available to employees upon their retirement (full or early) for reimbursement of eligible medical expenses, or to purchase, at the retiree’s full cost, access to the City’s medical plan which may be offered at that time.

We are excited about you joining our team! If you have any other questions pertaining to the Director of Human Resources and Labor Relations position, please do not hesitate to contact me at (734) 516-2958.

We would also like you to provide a short biography and a professional photo that we may use in communications announcing your hire. The hire will not be announced until after you have cleared the background check process and so these materials do not need to be provided immediately.

This offer of employment will expire in two calendar days from the date of this letter, although additional time for consideration of the offer may be made available if you find it necessary. If you wish to accept this offer, please sign in the space provided below and return it to me within the prescribed time. Please also be aware that this offer is contingent upon the completion of a satisfactory background check. Appended to this letter is the Fair Credit Reporting Act Disclosure form which is necessary to begin the background check process. This form must be completed and returned with this signed offer letter for the offer to be considered accepted.

Accepted

Date

Sincerely,



John Fournier
Assistant City Administrator
Interim Director of Human Resources and Labor Relations
City of Ann Arbor

SECTION #2

ATTACHMENTS

Guajardo, Tom

Subject: Budget and Labor Committee Meeting
Location: Zoom (Invite Updated with Join Information and Agenda/Minutes)

Start: Wed 6/2/2021 4:00 PM
End: Wed 6/2/2021 6:00 PM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Farris, Corey
Required Attendees: Taylor, Christopher (Mayor); Radina, Travis; Ramlawi, Ali; Nelson, Elizabeth; Eyer, Jen; Crawford, Tom; Fournier, John; Guajardo, Tom; Postema, Stephen; Radabaugh, Margaret; Cox, Michael; Forsberg, Jason; Metzger, Aimee; Koch, Heather; Carpenter, Janet

UPDATED with join information below, agenda and last meeting's minutes attached

Good afternoon all,

I've been asked to schedule a meeting of the Budget and Labor Committee for the purpose of updating the Committee on the status of negotiations with COAM and Teamsters. I just want to get this on our calendars now, then I'll update this invite in the near future with the join information for the Zoom meeting. As always, please let me know if you have any questions or concerns.

Thank you,
Corey

Open Session

Emails were sent out containing your personal join link as a "panelist" (enabling video and audio when you join) for the open session portion of the meeting. Please use these if possible, otherwise you can use the general join link below and we'll just need to promote you manually back to a "panelist" so you can speak and use video like normal.

Please click the link below to join the webinar:

<https://a2gov.zoom.us/j/97870569399?pwd=ZXBCR3FSZWNFcGRZalprUXM0NWFhdz09>

Passcode: 243120

Or One tap mobile :

US: +12133388477,,97870569399# or +12063379723,,97870569399#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 213 338 8477 or +1 206 337 9723 or 888 788 0099 (Toll Free) or 877 853 5247 (Toll Free)

Webinar ID: 978 7056 9399

International numbers available: <https://a2gov.zoom.us/j/97870569399>

Closed Session

Join Closed Session Zoom Meeting

<https://a2gov.zoom.us/j/93294442512?pwd=cE4rc3ZlVGcvTitiaBzc1NqeUk4UT09>

Meeting ID: 932 9444 2512



City of Ann Arbor

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

Meeting Agenda - Final-revised Budget and Labor Committee

Wednesday, June 2, 2021

4:00 PM

Electronic Meeting

**Special Meeting - To speak at public comment (audio only) call: 888 788 0099 (Toll Free)
or 877 853 5247 (Toll Free)
Webinar ID: 978 7056 9399**

- I ROLL CALL**
- II APPROVAL OF AGENDA**
- III APPROVAL OF APRIL 23 MINUTES**
- IV PUBLIC COMMENT**
- V CLOSED SESSION FOR THE STRATEGY CONNECTED WITH THE NEGOTIATION
OF COLLECTIVE BARGAINING AGREEMENT**
- VI ADDITIONAL BUSINESS AS NECESSARY**
- VII ADJOURNMENT**

Guajardo, Tom

From: Fournier, John
Sent: Saturday, May 29, 2021 3:57 PM
To: Taylor, Christopher (Mayor); Eyer, Jen; Ramlawi, Ali; Radina, Travis; Nelson, Elizabeth
Cc: Crawford, Tom; Cox, Michael; Forsberg, Jason; Metzger, Aimee; Radabaugh, Margaret; Koch, Heather; Guajardo, Tom; Postema, Stephen
Subject: Labor Agreement Reached with COAM

Members of the Council Budget and Labor Committee,

Ahead of our Budget and Labor meeting next week, I am writing to inform you that the City and COAM have reached a tentative collective bargaining agreement. The details are as follows:

Notable concessions on management rights made by COAM include:

- The Chief now has the right of assignment in the contract. The agreement states that in addition to the Chief's ability to reassign command officers for disciplinary purposes (including performance issues), and in cases of retirement or separation, the Chief may now also open and reassign every command position once every three years (or, once every contract). There are two key limitations, the first being that no command officer can be reassigned under this process if they have been in the position for less than 24 months, and each command officer will be able to opt out of one position that they do not wish to fill. If everyone opts out of the same position, it is assigned by seniority. The first date that the Chief may reassign command officers will be April 2023.
- We have extended the timeline within which the city may start a disciplinary investigation from 14 days to 21 days after we have knowledge of a potential disciplinary issue.
- COAM has agreed to join the AAPOA/City committee to discuss alternatives to the current process for binding arbitration for disciplinary matters.
- COAM has agreed that demoted employees may not be added back to a promotion list for at least 24 months after they have been demoted.
- COAM members must work 18 months in the bargaining unit before their accrued time may be paid out at their new rate of pay upon retirement—this prevents AAPOA members from promoting into a command position and retiring shortly thereafter to take advantage of their increased pay for banked time payouts.

In exchange for these important management concessions, the City agreed to the following:

- We agreed to increase COAM's uniform and equipment allowances to a total of \$3,000 annually, which is a \$1,200 annual increase per member. Notably, these payments are not pensionable.
- We agreed to allow COAM members to work two additional holidays at their discretion. This will only impact some of the COAM members, as patrol division command officers currently work holidays anyway.

We are still awaiting the final total cost of these concessions, however on the back of the envelope this means that each member will receive an additional \$1,200 in non-pensionable compensation for equipment and uniform allowances, and between \$0 and roughly \$3,000 (should they choose to work two additional holidays) annually in additional holiday pay. Keep in mind that in addition to these increases, COAM members automatically receive the same COLA adjustment that AAPOA members bargain in their contract, and so they will each receive a 2.5% base pay increase which will be retroactive to the beginning of this contract, or to January 1, 2021.

Finally, COAM was eager to vote on this tentative agreement and immediately put it before their membership after the agreement was reached. Yesterday the tentative agreement was officially ratified by COAM and so it will now be considered by Ann Arbor City Council (starting with the Budget and Labor Committee), which is our normal process.

Please let me know if you have any questions or comments in advance of the Budget and Labor meeting next week. We will provide more analysis at the meeting.

Thanks,
John

John Fournier
Assistant City Administrator
City of Ann Arbor
301 E. Huron Street
Ann Arbor, MI 48104
T: 734-794-6110 ext. 41107
E: jfournier@a2gov.org
www.a2gov.org



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SECTION #4

ATTACHMENTS

Guajardo, Tom

From: Fournier, John
Sent: Thursday, September 30, 2021 9:50 AM
To: *All Employees
Subject: Committing to our Vaccine Mandate

Colleagues,

I am writing you today to give you an important update on the city's vaccine mandate. As many of you may be aware, yesterday Governor Whitmer signed the state's FY22 budget into law. The budget itself makes many important and timely new investments in our state—including in affordable housing initiatives in Ann Arbor and an increase in state revenue sharing for local governments—and there is much to celebrate with its passage. Unfortunately, the legislature also included boilerplate language that attempts to invalidate local government vaccine mandates like ours. However, we believe this language may not survive legal scrutiny—and even if it does we would still have flexibility to implement a vaccine mandate in some form.

The Council has also made their perspective on this issue clear by passing a resolution that unanimously endorsed the vaccine mandate and directed the City Attorney to provide legal options in response to this budget language. So, I want to state clearly: We are proceeding with a vaccine mandate in Ann Arbor and that mandate will be as strict as we are legally able to make it. Out of respect for the ambiguity that the state budget has created, and out of a desire to bargain with our unions in good faith with a clear understanding of our abilities under the law, I am moving the vaccine mandate deadline back to November 1, 2021 for all employees.

I will have more information for you in the coming days and weeks, but I want each of you to know that we are committed to doing what we believe is in the best interests of the safety and health of our employees. Please get vaccinated against the COVID-19 virus, and do so as soon as you are able.

Best,
John

John Fournier (He/Him/His)

Assistant City Administrator

City of Ann Arbor

301 E. Huron Street

Ann Arbor, MI 48104

T: 734-794-6110 ext. 41107

E: jfournier@a2gov.org

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Guajardo, Tom

From: Fournier, John
Sent: Friday, October 1, 2021 7:56 AM
To: Higgins, Sara; Guajardo, Tom; Radabaugh, Margaret
Subject: RE: Vaccine Mandate

Team,

Since it appears that we have already made the pertinent decisions outlined below, and we know what our bargaining approach is for right now, I am going to cancel this meeting and give everyone an hour of time back this morning. Let me know if you have any questions.

Thanks,
John

John Fournier
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-----Original Appointment-----

From: Higgins, Sara <SHiggins@a2gov.org>
Sent: Tuesday, September 28, 2021 8:05 AM
To: Higgins, Sara; Fournier, John; Guajardo, Tom; Radabaugh, Margaret
Subject: Vaccine Mandate
When: Friday, October 1, 2021 8:30 AM-9:30 AM (UTC-05:00) Eastern Time (US & Canada).
Where: Microsoft Teams Meeting

Team,

I would like you to make time to meet on Friday so we can discuss implementation of the vaccine mandate. A few outstanding issues:

- 1) We should know at that point what the Governor will be doing is it relates to the boilerplate language;
- 2) We need to determine a process for notifying employees that they will be placed on administrative leave on 10/8 unless they can provide proof of vaccination, and making sure managers are copied;
- 3) We need to determine what we are doing for each of our bargained groups, and how we are handling the 10/8 date with each of them.

Guajardo, Tom

From: Guajardo, Tom
Sent: Friday, October 1, 2021 1:57 PM
To: Fournier, John
Subject: RE: Director of DEI Job Description & Job Posting

Importance: High

John - I am noting your petty attacks as continued retaliation and I am giving you a clear directive to cease and desist. You are hereby put on notice that your behavior is out of line and unacceptable.

TG

From: Fournier, John <JFournier@a2gov.org>
Sent: Friday, October 1, 2021 12:00 PM
To: Guajardo, Tom <TGuajardo@a2gov.org>
Subject: RE: Director of DEI Job Description & Job Posting

Tom,

I am unsure why it took you six weeks to produce this document. I will give the go ahead for this to be posted because I am not going to wait any longer to get this position moving, but in the future I think the organization would be better served by you engaging with feedback that you receive and making a good faith effort to incorporate it into your work product.

Thanks,
John

John Fournier (He/Him/His)

Assistant City Administrator

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From: Guajardo, Tom <TGuajardo@a2gov.org>
Sent: Friday, October 1, 2021 10:54 AM
To: Fournier, John <JFournier@a2gov.org>; Niedson, Roberta <RNiedson@a2gov.org>

Cc: Walicki, Ashley <AWalicki@a2gov.org>; Lehmkuhl, Chelsea <CLEhmkuhl@a2gov.org>; Farris, Corey <CFarris@a2gov.org>; Bennett, Kimberly <KBennett@a2gov.org>
Subject: RE: Director of DEI Job Description & Job Posting

John – I only changed the title. The content for the needs of the organization is spot on – if you disagree with content or have changes, please feel free to modify.

Thanks,
TG

From: Fournier, John <JFournier@a2gov.org>
Sent: Friday, October 1, 2021 10:51 AM
To: Guajardo, Tom <TGuajardo@a2gov.org>; Niedson, Roberta <RNiedson@a2gov.org>
Cc: Walicki, Ashley <AWalicki@a2gov.org>; Lehmkuhl, Chelsea <CLEhmkuhl@a2gov.org>; Farris, Corey <CFarris@a2gov.org>; Bennett, Kimberly <KBennett@a2gov.org>
Subject: RE: Director of DEI Job Description & Job Posting

Thank you Tom. Before this is posted, can you provide a track changes version for me so that I can review it?

Thanks,
John

John Fournier (He/Him/His)
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From: Guajardo, Tom <TGuajardo@a2gov.org>
Sent: Friday, October 1, 2021 10:49 AM
To: Niedson, Roberta <RNiedson@a2gov.org>; Fournier, John <JFournier@a2gov.org>
Cc: Walicki, Ashley <AWalicki@a2gov.org>; Lehmkuhl, Chelsea <CLEhmkuhl@a2gov.org>; Farris, Corey <CFarris@a2gov.org>; Bennett, Kimberly <KBennett@a2gov.org>
Subject: Director of DEI Job Description & Job Posting

Good morning, Team – Attached is the revised DEI Manager job description that has been upgraded to a Director of DEI. After many revisions and attempts at this job description, I feel that the original job description already possessed all of the core functionality that is necessary to get the organization moving towards its overall goal.

That being said, @Niedson, Roberta – please update the job posting today with the new title and salary range of \$97K - \$110K. This upgraded job will likely grade out to be a grade 12. I do feel this job description is the best fit, but I will