

**Ann Arbor City Council Regular Session: October 04, 2021  
Email Redactions List Pursuant to Council Resolution R-09-386**

	A	B	C	D	E	F	G
1	<u>Received</u>						
	<u>Sent Time</u>	<u>Time</u>	<u>TO</u>	<u>From</u>	<u>CC</u>	<u>Redactions</u>	<u>Reason for Redaction</u>
2	7:10 PM		Jacqueline Beaudry, Stephen Postema	Ali Ramlawi	Elizabeth Nelson, Kathy Griswold, Jeff Hayner		
3	7:16 PM		Ali Ramlawi	Jacqueline Beaudry			
4	7:53 PM		Jeff Hayner	Missy Stults	Thea Yagerlener, Zachary Smith		
5	11:22 PM		Jacqueline Beaudry	Kathy Griswold			
6	11:32 PM		City Council	Jacqueline Beaudry	Stephen Postema, Margaret Radabaugh, Kevin McDonald		
7	11:35 PM		City Council	Jacqueline Beaudry	Stephen Postema, Margaret Radabaugh, Kevin McDonald, John Fournier		
8	11:38 PM		City Council	Jacqueline Beaudry	Stephen Postema, Margaret Radabaugh, Kevin McDonald		
9	11:45 PM		Kathy Griswold	Ryan Stanton			
10	11:45 PM		City Council	Jacqueline Beaudry	Stephen Postema, Margaret Radabaugh, Kevin McDonald, John Fournier		
11	11:55 PM		City Council	Jacqueline Beaudry	Stephen Postema, Margaret Radabaugh, Kevin McDonald, John Fournier		

## Journal Archive

---

**From:** Ramlawi, Ali  
**Sent:** Monday, October 4, 2021 7:10 PM  
**To:** Beaudry, Jacqueline; Postema, Stephen  
**Cc:** Nelson, Elizabeth; Griswold, Kathy; Hayner, Jeff  
**Subject:** Re: Resolution for tonight's agenda

Ms. Beaudry.

Well done and appreciated.

Thank you  
CM Ramlawi.

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**From:** Beaudry, Jacqueline <JBeaudry@a2gov.org>  
**Sent:** Monday, October 4, 2021 6:54:23 PM  
**To:** Ramlawi, Ali <ARamlawi@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>  
**Cc:** Nelson, Elizabeth <ENelson@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>  
**Subject:** RE: Resolution for tonight's agenda

I added a title. I hope it is ok:

### Resolution Regarding Independent Investigation and Placement of Acting City Administrator on Paid Administrative Leave

**Jacqueline Beaudry, City Clerk** (she/her/hers)  
2<sup>nd</sup> Vice President, Michigan Association of Municipal Clerks  
2019 Michigan City Clerk of the Year  
Ann Arbor City Clerk's Office | Guy C. Larcom City Hall | 301 E. Huron, 2nd Floor · Ann Arbor · MI · 48104  
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**Cc:** Nelson, Elizabeth <ENelson@a2gov.org>; Griswold, Kathy <KGriswold@a2gov.org>; Hayner, Jeff <JHayner@a2gov.org>  
**Subject:** Re: Resolution for tonight's agenda

Resolution placing interim City Administrator on paid leave of absence in order to conduct investigation of complaint filed by Human Resources Director.

Thank you!  
CM Ramlawi

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**From:** Beaudry, Jacqueline <[JBeaudry@a2gov.org](mailto:JBeaudry@a2gov.org)>  
**Sent:** Monday, October 4, 2021 6:42:49 PM  
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**Cc:** Nelson, Elizabeth <[ENelson@a2gov.org](mailto:ENelson@a2gov.org)>; Griswold, Kathy <[KGriswold@a2gov.org](mailto:KGriswold@a2gov.org)>; Hayner, Jeff <[JHayner@a2gov.org](mailto:JHayner@a2gov.org)>; Beaudry, Jacqueline <[JBeaudry@a2gov.org](mailto:JBeaudry@a2gov.org)>  
**Subject:** Resolution for tonight's agenda

Mr Postema and Ms Beaudry,

I would like to add the following resolution to tonight's agenda.

My colleagues whom are CC'd on this resolution will be co-sponsors as per the necessary requirements.

Respectfully submitted.  
CM Ramlawi

Whereas, Ann Arbor City Personnel policies address discrimination, hostile workplace and whistleblower protection as serious concerns;

Whereas, an employee complaint regarding discrimination, hostile workplace and whistleblower protection would normally be addressed by the City's Human Resources department;

Whereas, the City Council has established a zero-tolerance approach for discriminatory conduct by high ranking City employees;

Whereas, a formal complaint by the Human Resources Director has been received by City Council alleging discriminatory

conduct, hostile work environment and directives to violate law;

Whereas, the City has no formal process for responding to a complaint from the HR Director alleging misconduct by the City Administrator;

Whereas, the Ann Arbor City Charter makes the City Administrator directly responsible to the City Council;

Whereas; allegations of misconduct by high ranking City staff members, such as two different City Administrators, and the Chief of Police have been investigated by an outside, independent investigators;

Whereas, the Acting City Administrator works frequently with, and in close proximity to, the HR Director;

Resolved, That the City Council directs the City Attorney promptly to make all necessary arrangements to employ an outside, independent investigator to investigate the allegations asserted by the City's Director of Human Resources against the Acting City Administrator;

Resolved, That the City Council directs the City Attorney to have the independent investigator provide a report to Council addressing the allegations made by the HR Director; and

Resolved, That the City Council immediately places the Acting City Administrator on paid administrative until such time that the Council receives and acts upon the independent investigation.

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## Journal Archive

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**Sent:** Monday, October 4, 2021 7:16 PM  
**To:** Ramlawi, Ali  
**Subject:** RE: Resolution for tonight's agenda

Closed session is at the bottom if you need it.

### REGULAR SESSION:

Join from a PC, Mac, iPad, iPhone or Android device:

Please click this URL to join. <https://a2gov.zoom.us/j/94212732148?pwd=cnd4dlpHaTRMTE04N0Z4aORjK2cvZz09>  
Passcode: 886361

Description: Council Re-occurring meeting ID

Or One tap mobile:

+12063379723,,94212732148# US (Seattle)  
+12133388477,,94212732148# US (Los Angeles)

Or join by phone:

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

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

Webinar ID: 942 1273 2148

International numbers available: <https://a2gov.zoom.us/j/94212732148?pwd=cnd4dlpHaTRMTE04N0Z4aORjK2cvZz09>

### CLOSED SESSION INFORMATION:

Tim Wilhelm is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

<https://a2gov.zoom.us/j/97941306558?pwd=SWZxdXhkb0pQZE9qRFNSTTBzR3E1QT09>

Meeting ID: 979 4130 6558

Passcode: 951133

One tap mobile

+12063379723,,97941306558# US (Seattle) 12133388477,,97941306558# US  
(Los Angeles)

Dial by your location

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+1 213 338 8477 US (Los Angeles)

877 853 5247 US Toll-free

888 788 0099 US Toll-free

Meeting ID: 979 4130 6558

Find your local number: <https://a2gov.zoom.us/j/97941306558?pwd=SWZxdXhkb0pQZE9qRFNSTTBzR3E1QT09>

**Jacqueline Beaudry, City Clerk** (she/her/hers)

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2019 Michigan City Clerk of the Year



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Can you please send me a link to tonight's meeting?

Thank you!  
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Whereas, the Acting City Administrator works frequently with, and in close proximity to, the HR Director;

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Resolved, That the City Council immediately places the Acting City Administrator on paid administrative until such time that the Council receives and acts upon the independent investigation.

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## Journal Archive

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**From:** Stults, Missy  
**Sent:** Monday, October 4, 2021 7:53 PM  
**To:** Hayner, Jeff  
**Cc:** Yagerlener, Thea; Waas Smith, Zachary  
**Subject:** Meeting regarding Time of Marketing / Time of sale

Dear Council Member Hayner –

I wanted to follow-up on your statement this evening to see if you'd like to set-up time to chat about our work on the Time of Marketing / Time of Sale ordinance. Zach and I would be happy to meet with you to share some of the work and get your feedback. If that's of interest, let us know a few times that work for you.

Thanks so much,  
Missy

**Missy Stults, PhD**  
Sustainability and Innovations Manager  
City of Ann Arbor  
301 East Huron Street, Fifth Floor  
Ann Arbor, MI 48104  
[mstults@a2gov.org](mailto:mstults@a2gov.org)  
734.794.6430 x 43725 (phone)  
Ext. 43725 (internal City phone system)

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## Journal Archive

---

**From:** Griswold, Kathy  
**Sent:** Monday, October 4, 2021 11:22 PM  
**To:** Beaudry, Jacqueline  
**Subject:** Amendment for final resolve clause -- Pleases share with Council members

RESOLVED, That the City Council immediately places the Acting City Administrator on paid administrative until such time that the Council receives ~~and acts upon the independent investigation~~ notice that safeguards are in place for all parties, as early as October 6.

Kathy Griswold, 2<sup>nd</sup> Ward, 734-657-7900

*It is American democracy that is being eroded today by our own divisiveness, by our own hands, and unless we get that fixed we can't help anyone — including ourselves.* Thomas L. Friedman, NYT Opinion, April 18, 2021

## Journal Archive

---

**From:** Beaudry, Jacqueline  
**Sent:** Monday, October 4, 2021 11:32 PM  
**To:** \*City Council Members (All)  
**Cc:** Postema, Stephen; Radabaugh, Margaret; McDonald, Kevin  
**Subject:** Amendment from City Attorney

RESOLVED, That the City Council directs the City Attorney's Office to establish policies and procedures to ensure the integrity of the investigation and prevent any harm to the complainant, including policies and procedures regarding communication protocols between all parties, and subject to review and modification by outside counsel and Council Administration Committee.

**Jacqueline Beaudry, City Clerk** (she/her/hers)

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## Journal Archive

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**From:** Beaudry, Jacqueline  
**Sent:** Monday, October 4, 2021 11:35 PM  
**To:** \*City Council Members (All)  
**Cc:** Postema, Stephen; Radabaugh, Margaret; McDonald, Kevin; Fournier, John  
**Subject:** FW: Amendment for final resolve clause -- Pleases share with Council members

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**From:** Beaudry, Jacqueline  
**Sent:** Monday, October 4, 2021 11:38 PM  
**To:** \*City Council Members (All)  
**Cc:** Postema, Stephen; Radabaugh, Margaret; McDonald, Kevin  
**Subject:** FW: Amendment from City Attorney

RESOLVED, That the City Council directs the City Attorney's Office to FACILITATE policies and procedures to ensure the integrity of the investigation and prevent any harm to the complainant, including policies and procedures regarding communication protocols between all parties, and subject to review and modification by outside counsel and Council Administration Committee.

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**Cc:** Postema, Stephen <SPostema@a2gov.org>; Radabaugh, Margaret <MRadabaugh@a2gov.org>; McDonald, Kevin <KMcDonald@a2gov.org>  
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## Journal Archive

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**From:** Ryan J Stanton <RStanton@mlive.com>  
**Sent:** Monday, October 4, 2021 11:45 PM  
**To:** Griswold, Kathy  
**Subject:** amendment

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.

Can you share a copy of your amendment?

## Journal Archive

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**From:** Beaudry, Jacqueline  
**Sent:** Monday, October 4, 2021 11:45 PM  
**To:** \*City Council Members (All)  
**Cc:** Fournier, John; Postema, Stephen; McDonald, Kevin; Radabaugh, Margaret  
**Subject:** FW: Amendment for final resolve clause -- Pleases share with Council members

Here are the changes of this amendment:

Amend Final RESOLVED CLAUSE:

RESOLVED, That the City Council immediately places the Acting City Administrator on paid administrative until such time that the Council receives [and acts upon the independent investigation] NOTICE THAT SAFEGUARDS ARE IN PLACE FOR ALL PARTIES, AS EARLY AS OCTOBER 6.

[Brackets] indicate deleted language. ALL CAPS indicate new language.

**Jacqueline Beaudry, City Clerk** (she/her/hers)

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Ann Arbor City Clerk's Office | Guy C. Larcom City Hall |301 E. Huron, 2nd Floor · Ann Arbor · MI · 48104

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**From:** Beaudry, Jacqueline  
**Sent:** Monday, October 04, 2021 11:32 PM  
**To:** \*City Council Members (All) <[CityCouncilMembersAll@a2gov.org](mailto:CityCouncilMembersAll@a2gov.org)>  
**Cc:** Postema, Stephen <[SPostema@a2gov.org](mailto:SPostema@a2gov.org)>; Radabaugh, Margaret <[MRadabaugh@a2gov.org](mailto:MRadabaugh@a2gov.org)>; McDonald, Kevin <[KMcDonald@a2gov.org](mailto:KMcDonald@a2gov.org)>  
**Subject:** Amendment from City Attorney

RESOLVED, That the City Council directs the City Attorney's Office to establish policies and procedures to ensure the integrity of the investigation and prevent any harm to the complainant, including policies and procedures regarding communication protocols between all parties, and subject to review and modification by outside counsel and Council Administration Committee.



**Jacqueline Beaudry, City Clerk** (she/her/hers)

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