

*Albion City Council "Tabled"  
Resolution 10-30-17*

City of Albion

**RESOLUTION #2017-43**

**A Resolution Requesting Corroboration of Alleged Harassment and A Hostile Work Environment**

**Background and Purpose:** The City of Albion, Michigan operates under a council-manager form of local government and entered into a second employment agreement with Dr. Sheryl Mitchell in 2016. The city manager's recent letter of resignation alleges harassment and a hostile work environment, but provides no corroboration—stating that “responding to each disparaging remark” would be “fruitless.” Because of the seriousness of these allegations, the Albion City Council seeks to clarify the nature of the alleged instances and provide for honest dialog regarding the concerns raised by the city manager.

Council Member \_\_\_\_\_ moved, supported by Council Member \_\_\_\_\_  
to approve the following resolution:

WHEREAS, Section 8 (Suggestions, Concerns, or Complaints) of the employment agreement entered into on September 2, 2016 between the City of Albion and Dr. Sheryl Mitchell states that: “The Mayor and City Council, individually and collectively, shall refer in a timely manner all substantive suggestions, concerns, and complaints called to their attention to the City Manager for study and/or appropriate action. The City Manager shall investigate the matter(s) and inform the Council of the results of the City Managers investigation and any action(s) taken”; and

WHEREAS, the video recording of and evaluation documents from the city manager performance review conducted at a special meeting of the Albion City Council on October 5, 2017 are public records; and

WHEREAS, the letter of resignation from Dr. Mitchell dated and submitted to the Albion City Council on October 11, 2017 is a public record; and

WHEREAS, the letter of resignation from Dr. Mitchell alleges the following: that “the Mayor and Mayor Pro Tem’s behavior has been out of line with appropriate Council practice”, that it is “ [t]he desire of the Mayor and Mayor Pro Tem to undermine my integrity through email exchanges, public meetings, evaluations, and social media”, that “comments towards me and my performance seem retaliatory”, that “relentless acts that fundamentally reflect disrespect and mistrust” have constituted “harassment” and created a “hostile work environment”; and

WHEREAS, the allegations were neither presented to the council nor corroborated before Dr. Mitchell submitted her letter of resignation and have raised concerns among the council and community residents; and

WHEREAS, the Albion City Council seeks to understand and clarify the nature and veracity of the allegations, and desires to improve council-manager relations now and in the future; now therefore

BE IT RESOLVED that the Albion City Council hereby requests the city manager to provide a memorandum describing and corroborating the alleged instances of harassment and a hostile work

environment, with reference to specific charter provision, city policies, or employee agreement terms that have been violated, by the next regular council meeting following the adoption of this resolution.

I hereby certify that the above resolution was adopted on \_\_\_\_\_, in a regular session of the Albion City Council, and this is a true copy of that resolution.

Ayes \_\_\_\_\_  
Nays \_\_\_\_\_  
Absent \_\_\_\_\_

\_\_\_\_\_  
Jill Domingo, City Clerk

\_\_\_\_\_  
Date