

Dear Genoa Township Residents,

It is with great disappointment that I write regarding the recent resignation of our elected Clerk. When her resignation letter was given to the press, the Township expressed a desire to avoid a back and forth in the press. Our residents deserve better. Prior to the Board's acceptance of the Clerk's resignation on Tuesday evening, several friends and supporters spoke on her behalf at the Call to the Public. Unfortunately, a number of misrepresentations were presented as factual statements, mostly drawing upon the content of the leaked letter, and taken to be the gospel. We had to remind the attendees that the clerk made the decision to resign, we did not request, nor welcome that decision. The Board was pleased with her hard work to ensure the integrity of the office and sanctity of the vote.

Treasurer Hunt made an impactful statement, drawing on her 40 years of experience as an elected official, and it became clear that I, as the Supervisor, had a duty to the Township to clarify inaccuracies.

First, and foremost, it must be pointed out that our staff is the backbone of the Township. Without an experienced team of professionals skilled in their specific roles, no organization will succeed, and Government is no different. The fact that 6 brand new officials, with no previous government experience, were able to seamlessly hit the ground running and immediately begin implementing their agenda is a testament to the commitment of our staff to helping us make that happen for the people of Genoa Township who elected us.

I also reject the premise that the Genoa Township Hall is a toxic work environment. The lengths of service of so many employees, spread across 4 distinct and unique departments, suggests the exact opposite to be true. Many of the typical interdepartmental nuances present in any mid-size organization are present within the Township as well, however, at the end of the day, staff bands together to make sure the people of Genoa are properly served. A mis-statement was read into the record as fact that a resident spoke directly with both employees who recently chose to leave the clerk's department, one of whom will remain employed by a different department within the hall. It was stated both concurred there was toxicity within the office that was not addressed. This statement has been documented to be false. The public must do better.

Many comments focused on "process" and HR "failures." Please be aware, HR does not have authority over elected officials. That power rests with the elected board, and each of us worked to foster positive interactions between the Clerk and staff. These interactions have to be a two-way street if success is to be achieved. This board also approved every expenditure requested by the clerk, not always to the pleasure of the public, including a new full-time staff position. Our unified goal was providing our Clerk with everything needed to build a successful Clerk's Department. HR and management are only responsible for employees. If a formal complaint is filed, either by or against an employee, it is thoroughly investigated and dealt with appropriately. No such complaint was filed.

Another untrue statement being parroted is, "the clerk was given a blank computer with no files." As was I, the clerk received a new computer as part of a regular replacement rotation. These computers are populated with access to necessary e-mail and server folders on the network. The Clerk's new computer included a program called "Clerkshare" containing all material typically needed by the clerk. It is up to the user to learn what additional material is needed and seek it, or ask for assistance in finding it. Additionally, all hard copy records of the clerk's department filing system were left in place, untouched. An obscure cemetery program was found in a separate location and immediately downloaded for the Clerk on January 8th, shortly after her return from Christmas vacation. The program had not been accessed by the

previous clerk since 2019. Both the Manager and IT Director directly apologized for not discovering this file sooner. Staff did their best to provide the incoming Clerk with all needed computer resources, while recognizing a learning curve would determine if there was anything else the clerk wanted.

It has been stated "ballots were left unsecured in the basement." Any concerns regarding ballot security statutorily fall on the Clerk. Non-clerk staff has no jurisdiction over ballots. Since this board took office, all ballots were stored in tamperproof containers in a secure area, so this statement is untrue. When the clerk demanded that "only she have access to ballots at all times," locks were changed by me immediately, and space within the Hall that could be allocated only to the Clerk was sought, knowing each department has mountains of documents to keep as well. Multiple solutions were explored and quoted, before she requested the MHOG "closet." The Manager and I asked the utility director, who agreed to give that space to the Clerk.

Finally, the vicious personal attacks on our Township manager are unfair, and unwarranted. When 6 new board members swept to victory in the August primary, she immediately reached out to each of us to offer weekly training sessions and provide information we would need to hit the ground running upon being sworn in. This included detailed histories regarding past and current events involving the Township you elected us to lead. There was no roadmap for managing this unprecedented turnover, and she had no obligation to do so. Yet she gathered as many Michigan Township Association documents as possible, created entire folders of Genoa specific documents, and with permission of the outgoing supervisor, upgraded the Township's MTA membership so we could view the entire library of training materials at our convenience. She also forwarded information about associations and educational opportunities specific to each of our positions. That is not a pattern of behavior that suggests a desire to see any of us fail, rather a strong desire to see us meet the challenge, and make the community she also calls home the best it can be.

If our Manager would have been inclined to sabotage anyone, it likely would have been me, as I questioned her pay while campaigning, but never her character or abilities. I have since had the opportunity to observe her dedication to our community firsthand, as well as review compensation studies, and have openly admitted I was wrong in questioning her pay.

I came in with an open mind, and over 40 years of experience in assembling and managing staffs, and I am very comfortable with everyone in this building standing with me, ready to serve the residents of Genoa Township.

I would like to thank the many residents who have expressed overwhelming support for staff during this uneasy time. We look forward to moving ahead to the next chapter in making sure Genoa Township remains *"A Great Place To Live."*

Thank You,

Kevin T. Spicher

Supervisor