

James J. Tyler, Jr., Director
City of Detroit - Human Resources Department
316 Coleman A. Young Municipal Center
Two Woodward Avenue
Detroit, MI 48226

October 8, 2013

Jim,

Since Chief Financial Officer Jim Bonsall has arrived at the City of Detroit, he has demonstrated a pattern of behavior that has created a hostile work environment. He has attempted to intimidate the staff in addition to being rude and condescending. This pattern extends beyond ethnic and racial lines, but is more pronounced with minority women. This is evidenced by the incidents listed below.

On September 18, in a meeting attended by Jim Bonsall, Chief Compliance Officer Gary Brown, Deputy Finance Director Michael Jamison and myself, a discussion ensued about Angels' Night. I informed Jim, my immediate supervisor, of the fact that the appointees patrol the three nights to help protect the City. He appeared smug as he made the comment that he shouldn't have to participate since he was an appointer and not an appointee. He then asked if he could have three police officers ride with him if he had to patrol. I informed him that we ride with either a colleague, a family member or a friend. Jim stated that he wouldn't subject his family to that and then said "can I shoot someone in a hoodie?"

The next day, I reached out to Shani Penn, Chief of Staff to Emergency Manager Kevin Orr, to inform her of the incident so she would relay it to Kevyn Orr. She was out of the office. I reported the incident to her upon her return to the office on September 23. This was one of the most offensive incidents I have endured under the tenure of Jim Bonsall. In addition to reporting the incident to Shani Penn, I informed Mayor Bing, Corporation Counsel Portia Roberson, Inspector General James Heath and Auditor General Mark Lockridge.

I felt that these comments, in addition to others made by Jim Bonsall, were extremely offensive, hostile and abusive. I feel he has intentionally inflicted emotional distress upon me and other members of the administration.

In addition to the incident regarding the "hoodie" comment, there have been several other occasions in which Jim Bonsall demonstrated offensive and hostile behavior. On one occasion, Jim complained that a member of my staff was pouting during a meeting she attended with him. He wanted me to reprimand her for her behavior since he would not allow anyone to act like that in one of his meetings. I asked him who the employee was and he stated he did not know her name. He just stated that she was large. In my effort to identify the employee, I asked Jim if she was black. He grunted and replied, "well yes, most are".

On another occasion, Jim verbally berated Budget Director Brent Hartzell for not releasing a payment ordered by the EM until he had sufficient assurance of budget availability. Brent was

merely trying to properly fulfill his responsibilities and was cut off by Jim each time he tried to speak to explain the process. Everyone in the room was visibly upset by Jim's degrading and intimidating verbal attack.

Jim has berated me and other Mayoral appointees in staff meetings for informing him that things he was attempting to do were in violation of the City charter, City policies and/or the law.

Prior to Jim's arrival, contract terms had been negotiated with Gary Evanko, the new Chief Assessor. Jim rewrote the contract and decided that the assessor would report to him and not the Finance Director. A full-time, annual salary had been agreed upon. Jim changed the contract to 32 hours per week for the same annual amount and added a clause for the City to indemnify Gary Evanko. These were not requirements of the contractor.

We had been working on a contract for CityTax, the new income tax software. Jim had a "page-turner" in his office to review the contract which included the vendor, but not a representative of the Law Department. Jim made various changes to the contract including deleting what he referred to as "legalese". I told Jim that the contract needed to be reviewed by Law since he had made changes to it. He asked why and I stated that Law should review the contract changes since it was a legal document. Although Law was not invited, Jim said that they should have attended the meeting if they wanted to review it. He then signed the contract.

After these incidents where I expressed my concerns, Jim started excluding me from meetings and discussions with members of the Finance staff that reported to me. It is apparent that disagreeing with Jim has led to me being ostracized.

When we were informed by Corporation Counsel at a staff meeting that we were not to delete emails since they were to be kept for discovery purposes, he informed us that he had and would continue to delete his emails. These remarks caused an enormous amount of emotional distress due to the fact that we are in the midst of unparalleled legal scrutiny.

There have been numerous instances of Jim censuring and degrading employees in front of colleagues and various consultants. Instead of handing things to someone, he will frequently pitch papers across the table to certain people while treating others with respect. Many of his disparaging comments and hostile treatment have been directed to minority women.

In one instance, Jim berated me for trying to get Miss Dig qualified as a critical vendor. I had received emails from PLD saying that they were no longer receiving notifications from Miss Dig due to non-payment. I tried to get this resolved and wrote in an email that non-payment could lead to a public safety issue if Miss Dig failed to make notifications to PLD. Jim criticized me and stated that Finance should not comment on Public Safety issues. I believe that not trying to do what is in the best interest of the City and its citizens would be a dereliction of my duties. It was also clear that Jim didn't understand that Miss Dig was merely a notification system and not responsible for the actual marking of the electrical and gas lines.

The Finance team is understaffed and has worked diligently to complete and file the CAFR on time the past three years. Rick Drumb played a pivotal role in this accomplishment. When Rick

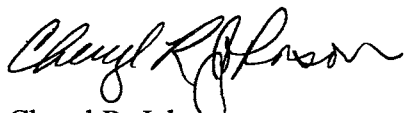
resigned from his position, it was decided to give him a personal service contract to get us through the CAFR preparation. Jim did not allow this to go through. He stressed that no one would be allowed to resign and be given a contract. I discussed this with Jim on numerous occasions. We were not given a chance to transition items that Rick was working on to another employee. Due to this decision, we are struggling to meet the CAFR deadline. Since Jim's decision to demote me back to Treasurer and relieve me of the CAFR responsibility, he has now told staff that they can bring Rick back to help with the CAFR. It appears that this decision was to help the new director meet the deadline when he wouldn't allow the help while I was responsible.

Jim called me the first day I was out of the office on vacation to inform me that a new Finance Director was starting and I would go back to just being the Treasurer. I was in the office late the night before and spoke to him. He had every opportunity to tell me his news face to face, but instead he chose to do it over the phone. He then proceeded to tell members of the Finance staff that I was being demoted while I was still away.

I believe that Jim's decision to bring in a new Finance Director and demote me is due to the fact that I have disclosed the facts that he has created a hostile work environment in addition to subjecting us to ethnic harassment. I have had the responsibilities of both the Finance Director and Treasurer for the past two years. Jim has brought in a friend of his, who happens to be a white male, to do one of the roles I was responsible for and pay him more than I was being compensated. He stated in a meeting with me that no one in their right mind would do this for less than \$150 per hour. I guess he didn't realize that all City employees work for much less than that. This appears to be akin to the friends and family plan that existed under the Kilpatrick administration.

Please contact me if you would like to discuss or need additional information.

Sincerely,



Cheryl R. Johnson
City Treasurer

cc: Mayor Dave Bing
Kevyn Orr, Emergency Manager
James Heath, Inspector General
Portia Roberson, Corporation Counsel
Shani Penn, Chief of Staff to the EM
