

Excerpts from a FOIA initiated by Jack Eaton.
These lines are unedited copies from a series of email messages.
Redacted lines from the original are noted.

From: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>

Sent: Tuesday, July 20, 2021 8:29 AM

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

Cc: Higgins, Sara <SHiggins@a2gov.org>; Fournier, John <JFournier@a2gov.org>

As we are beyond the time for agenda questions, I am providing this inquiry pursuant to Council Rules re additional staff advice.

Please provide information regarding HR policies and practices in the City concerning protected class inappropriate comments or conduct.

Sent: Tuesday, July 20, 2021 8:36 AM

To: Taylor, Christopher (Mayor) <CTaylor@a2gov.org>; Postema, Stephen <SPostema@a2gov.org>

Cc: Fournier, John <JFournier@a2gov.org>

Subject: RE: Agenda Question

Mayor,

I will note this as a staff introduction request for agenda item DC-7.

Sara Higgins, Strategic Planning Coordinator (she/her/hers)

From: [Higgins, Sara](mailto:SHiggins@a2gov.org)

To: [Postema, Stephen](mailto:SPostema@a2gov.org)

Cc: [Fournier, John](mailto:JFournier@a2gov.org); [Radabaugh, Margaret](mailto:MRadabaugh@a2gov.org)

Subject: FW: Agenda Question

Date: Tuesday, July 20, 2021 8:41:24 AM

Stephen,

I will list you as the contact for this staff introduction request for agenda item DC-7 at tonight's Council meeting unless you tell me otherwise.

From: [Postema, Stephen](mailto:SPostema@a2gov.org)

Sent: Tuesday, July 20, 2021 8:51 AM

To: [Higgins, Sara](mailto:SHiggins@a2gov.org)

Subject: Re: Agenda Question

It would be Tom G

From: [Higgins, Sara](mailto:SHiggins@a2gov.org)

Sent: Tuesday, July 20, 2021 8:54 AM

To: [Guajardo, Tom](mailto:TGuajardo@a2gov.org)

Cc: [Fournier, John](mailto:JFournier@a2gov.org); [Radabaugh, Margaret](mailto:MRadabaugh@a2gov.org);

[Postema, Stephen](mailto:SPostema@a2gov.org)

Subject: RE: Agenda Question

Tom G.,

I will add you as the contact for this staff introduction request for agenda item DC-7 and I will also send you the meeting request with the Zoom link for the Council meeting.

From: [Guajardo, Tom](mailto:TGuajardo@a2gov.org)

Sent: Tuesday, July 20, 2021 8:59 AM

To: [Higgins, Sara](mailto:SHiggins@a2gov.org)

Cc: [Fournier, John](mailto:JFournier@a2gov.org); [Radabaugh, Margaret](mailto:MRadabaugh@a2gov.org);

Postema, Stephen <SPostema@a2gov.org>

Subject: RE: Agenda Question

Sara – Can someone please clue me in as to what DC-7 is?

This would probably be good information to have if I am having to speak to it.

Thanks,

TG

From: Higgins, Sara <SHiggins@a2gov.org>

Sent: Tuesday, July 20, 2021 9:03 AM

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

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

Postema, Stephen <SPostema@a2gov.org>

Subject: RE: Agenda Question

Tom,

Attached is a copy of the agenda and here is the link to DC-7:

<http://a2gov.legistar.com/LegislationDetail.aspx?ID=5035844&GUID=9A7FCC32-EFC3-4664-B5E0-05F8AC008645>

From: Fournier, John

To: Higgins, Sara; Guajardo, Tom

Cc: Radabaugh, Margaret; Postema, Stephen

Subject: RE: Agenda Question

Date: Tuesday, July 20, 2021 9:19:00 AM

Team,

Let's let Stephen take the lead on this one. If he sees utility in including Mr. Guajardo, then we will accommodate. But we will defer to him.

TG, let's talk about it at 10 am.

Thanks,

John

From: Radabaugh, Margaret

To: Guajardo, Tom; Postema, Stephen

Cc: Fournier, John

Subject: FW: Agenda Question

Date: Tuesday, July 20, 2021 9:20:01 AM

Attachments: Public HR Memo re City Administrator Report.docx

Tom,

Stephen is going to talk to the Mayor and recommend that the reply be in writing. I am copying Stephen on this email for further guidance (along with John for awareness).

Redacted

Redacted

Redacted

Redacted

@Postema, Stephen will be in touch with you on this issue and I am also happy to help. Call anytime.

Thanks!

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

Sent: Tuesday, July 20, 2021 4:21 PM

To: Radabaugh, Margaret <MRadabaugh@a2gov.org>; Guajardo, Tom <TGuajardo@a2gov.org>;

Fournier, John <JFournier@a2gov.org>; Higgins, Sara <SHiggins@a2gov.org>

Subject:

Here is final version with edits.

I think the request should be added. John is going to add statement that while the request was concerning a late add Resolution, the HR Director was able to provide a written reply.

From: [Higgins, Sara](#)

To: *City Council Members (All)

Cc: [Fournier, John](#); [Guajardo, Tom](#); [Postema, Stephen](#); [Radabaugh, Margaret](#)

Subject: DC-7 Staff Response

Date: Tuesday, July 20, 2021 5:09:36 PM

Attachments: [210720 HR Memo RE DC-7 July 20 Council Agenda.pdf](#)

Mayor and Council,

Attached is a staff response to an additional July 20 Council Agenda question that was sent to us late. This memo will be included as a written communication from the City Administrator on the July 20th Council Agenda.

While normally a late agenda question would be answered as a staff introduction, Mr. Guajardo was able to prepare the answer today in writing and so it is being forwarded in lieu of a verbal briefing.