01 | Tuesday, October 27, 2026 | *5:48:57 PM*

From: Ric Davis <rdavis@springfield-twp.us>
To: Sean Miller <smiller@springfield-twp.us>
Cc: Alex Steward <atsteward@springfield-twp.us>
Subject: Use of township employee resources

Sean,

It has recently been brought to my attention that some Township employees have accumulated more compensatory time than anticipated. I am also concerned with ensuring that Alex has sufficient time and availability to complete his assigned Facilities Manager responsibilities under the Township's adopted organizational chart.

To promote proper supervision, accountability, stewardship, and compliance with applicable law and Township policy, all requests involving employees, departments, equipment, facilities, or other resources under my supervision must be coordinated through my office before commitments are made. This applies to election-related requests, events, emergency or special assignments, and any other request that may affect regular Township operations, employee schedules, overtime, compensatory time, or departmental responsibilities.

This coordination requirement is consistent with the Township Board's responsibility to establish the Township's organizational structure, departments, offices, policies, and appropriations, as well as with applicable Michigan law. It also recognizes the statutory responsibilities of the Township Clerk and other election officials under the Michigan Election Law, MCL 168.1 et seq. Election-related duties must be performed by the officials legally responsible for those duties, and requests for assistance should be coordinated in a manner that respects statutory authority and the adopted chain of command.

The adopted organizational chart should govern reporting relationships, supervision, assignments, and accountability. Employees should not be directed to perform work outside their regular assignments or be committed to another department or event without coordination

with their designated supervisor and confirmation that the assignment is consistent with the organizational chart, applicable Township policies, collective-bargaining agreements, and budget authority.

I want to support your election needs while ensuring that employees fulfill their regular responsibilities and that additional hours and compensatory time are managed lawfully, consistently, and fairly. Depending on the circumstances, applicable requirements may include the Fair Labor Standards Act, 29 U.S.C. § 201 et seq., including 29 U.S.C. § 207(o) concerning compensatory time for public employees, as well as applicable Michigan wage-and-hour requirements, Township policies, and collective-bargaining agreements. Compensatory time should not be authorized, accrued, scheduled, or paid without appropriate supervisory approval and accurate records.

Please provide a detailed outline of the assistance you anticipate needing from Alex and employees under his direct supervision, including:

- The employees needed and their specific tasks.
- The statutory, operational, or event-related purpose of each assignment.
- Dates, start and end times, and estimated total hours.
- Whether the work will occur during or outside regular working hours.
- The anticipated overtime or compensatory-time impact.
- The supervisor responsible for directing the employees during the assignment.
- Any equipment, vehicles, facilities, or other Township resources requested.
- Any scheduling flexibility, alternative staffing options, or additional funding needs.
- Confirmation that the request is consistent with the adopted organizational chart and applicable Township policies.

Please also identify any election-related duties legally assigned to the Township Clerk, election inspectors, or other designated election officials under MCL 168.1 et seq., and distinguish those duties from general logistical, facilities, maintenance, security, or event-support services. This

distinction will help ensure that employees assist appropriately without being assigned responsibilities reserved by law to election officials.

Moving forward, please coordinate through my office any requests to use personnel or other resources under my direct supervision, including employees reporting through Alex. This will allow me to coordinate assignments, address competing priorities, confirm budget and labor implications, maintain accurate time records, and monitor the impact on regular duties and compensatory time. It will also ensure that employees receive direction through the adopted chain of command and that no department is committed to work without the knowledge and approval of the responsible supervisor. Without the requested information and prior coordination, I will object to the use of personnel or other resources under my direct supervision for these purposes.

I would also like to discuss the recent use of Sheriff's deputies for the Liberty and Legacy event, including:

- Who requested and approved the coverage.
- The dates, start and end times, and total hours provided.
- The duties performed and the Township official responsible for directing the deputies.
- The applicable agreement, authorization, or intergovernmental arrangement.
- The associated costs, invoices, and payment terms.
- The funding source and budget line charged.
- Whether the coverage was included in an approved event plan or required separate authorization.
- Whether similar coverage is anticipated for upcoming events.

Because public funds and Township resources are involved, expenditures and commitments should be supported by appropriate authorization, budget authority, documentation, and accounting records consistent with the Michigan Uniform Budgeting and Accounting Act, MCL 141.421 et seq., applicable Township policies, and any required Township Board

approvals. If a contract, intergovernmental agreement, or other formal arrangement was used for the Sheriff's deputies, please provide a copy for review.

Please provide the requested information by October 30, 2026, so that we can finalize staffing, scheduling, budget, and operational plans. If the request is urgent, please identify the deadline and the minimum assistance required.

Thank you for helping coordinate these needs so we can support a successful election and Township events while maintaining regular operations, following the adopted organizational chart, protecting statutory election responsibilities, and ensuring responsible stewardship of Township personnel and public resources. By working together with honesty, respect, diligence, and a commitment to serving our community, we can address these matters in a manner that honors our responsibilities to one another and to the public we serve.

Ric

02 | **Tuesday, October 27, 2026** | *8:14 PM*

From: Bill Whitley <bwhitley@springfield-twp.us>

To: Sean Miller <smiller@springfield-twp.us>

Cc: Ric Davis <rdavis@springfield-twp.us>; Jamie Dubre <jdubre@springfield-twp.us>; Lori Beatty <lbeatty@springfield-twp.us>; Christopher Moore <cmoore@springfield-twp.us>; Kevin Sclesky <ksclesky@springfield-twp.us>

Subject: Request for Special Meeting of the Springfield Township Board

Sean — I am in receipt of Ric Davis's email of October 27, 2026, 5:49 PM, subject line "Use of township employee resources."

I am very concerned that at this late hour that there is any question regarding allocation of resources to support the upcoming election on November 3, 2026, including ongoing early voting, and pending setup and teardown of voting sites.

Therefore, I am requesting that you call a special meeting of the Springfield Township Board, at the earliest possible time, so that the Board can discuss, and then assign as necessary, the resources required to assure the success of the voting event over the next 10 days.

An immediate meeting of the Township Board will provide the opportunity to assure that no risk exists to the success of the upcoming election.

Regards,
Bill Whitley

03 | Tuesday, October 27, 2026 | *8:19 PM*

From: Christopher Moore <cmoore@springfield-twp.us>

To: Bill Whitley <bwhitley@springfield-twp.us>; Sean Miller <smiller@springfield-twp.us>

Cc: Ric Davis <rdavis@springfield-twp.us>; Jamie Dubre <jdubre@springfield-twp.us>; Lori Beatty <lbeatty@springfield-twp.us>; Kevin Sclesky <ksclesky@springfield-twp.us>

Subject: Re: Request for Special Meeting of the Springfield Township Board

To All:

I have also reviewed the email as noted above and concur that we need to discuss this in a special meeting as soon as possible. Please advise on the date and time once this has been set.

Thank you

Chris

04 | Tuesday, October 27, 2026 | 10:05 PM

From: Ric Davis <rdavis@springfield-twp.us>

To: Christopher Moore <cmoore@springfield-twp.us>; Bill Whitley <bwhitley@springfield-twp.us>; Sean Miller <smiller@springfield-twp.us>

Cc: Jamie Dubre <jdubre@springfield-twp.us>; Lori Beatty <lbeatty@springfield-twp.us>; Kevin Sclesky <ksclesky@springfield-twp.us>

Subject: Re: Request for Special Meeting of the Springfield Township Board

Bill, Chris, and Sean,

I share your commitment to a successful November 3 election, including ongoing early voting and the setup and teardown of voting sites.

My purpose in the October 27 email was to obtain the information needed to coordinate election assistance responsibly. I requested an accounting of staffing needs, assignments, hours, and associated costs, along with advance coordination of personnel and resources under my supervision. As I stated, “I want to support your election needs while ensuring that employees fulfill their regular responsibilities and that additional hours and compensatory time are managed lawfully, consistently, and fairly.”

I recognize that my statement that I would object without the requested information and prior coordination may have raised concern. My intent was to ensure that resource commitments are documented and coordinated with the responsible supervisor. I remain willing to coordinate the assistance needed to support the election while maintaining regular Township operations.

I am also concerned that the responses have focused on the availability of election resources without addressing my requests for supervisory coordination and an accounting of their use. Those requests deserve attention as well. We should apply the same expectations for coordination, documentation, and accountability across Township departments and activities. Supporting the election and meeting those expectations are responsibilities we can fulfill together.

Based on the information currently provided, I do not see a need for a special meeting. Sean, please provide the requested staffing and scheduling information so we can coordinate assistance, address competing responsibilities, and account for any additional hours or costs.

Please bring any urgent election staffing needs directly to me for immediate coordination rather than waiting until October 30. If that coordination identifies a specific unresolved matter requiring Board action, we can address the need for a meeting at that time.

Thank you for working together to support the election and serve our residents. Clear communication, mutual respect, and consistent accountability will help us meet these responsibilities effectively.

Ric

05 | Wednesday, October 28, 2026 | *9:57 AM*

From: Sean Miller <smiller@springfield-twp.us>

To: Township Board <twpboard@springfield-twp.us>

Cc: Chris Comstock <ccomstock@springfield-twp.us>

Subject: NOTICE OF SPECIAL MEETING

Attachment: Special Meeting Board 10-29-26.pdf (227 KB)

Good morning:

Per section 1.2.1 of the Board Rules of Procedure, a Special Meeting has been called by 2 members of the Township Board. Accordingly, please find attached a Notice of Special Meeting scheduled for tomorrow, October 29, 2026, at 11:00am in the upstairs meeting room of the Civic Center.

Sean R. Miller, MiPMC
Township Clerk

06 | Wednesday, October 28, 2026 | *10:29 AM*

From: Ric Davis <rdavis@springfield-twp.us>

To: Sean Miller <smiller@springfield-twp.us>; Township Board <twpboard@springfield-twp.us>

Cc: Chris Comstock <ccomstock@springfield-twp.us>

Subject: Re: NOTICE OF SPECIAL MEETING

> Bill, since you are the one requesting this meeting, I wanted to let you know I am unavailable for the special meeting. As I have shared, my intent is to respect the time and resources needed for the election while ensuring appropriate accountability for Township responsibilities.
>
> I am concerned that my requests for discussion remain unresolved while time is being made for a special meeting. I would appreciate the same commitment from you, Bill, and Chris toward addressing these concerns.
>
> My desire is to move forward with grace, honesty, and mutual respect, recognizing that we are each called to be good stewards of the responsibilities entrusted to us.
>
> Ric

07 | Wednesday, October 28, 2026 | *10:42 AM*

From: Ric Davis <rdavis@springfield-twp.us>

To: Sean Miller <smiller@springfield-twp.us>; Township Board <twpboard@springfield-twp.us>

Cc: Chris Comstock <ccomstock@springfield-twp.us>

Subject: Re: NOTICE OF SPECIAL MEETING

I have no intention of restricting the help for the election from my office. I just want accountability.

08 | Wednesday, October 28, 2026 | *10:44 AM*

From: Sean Miller <smiller@springfield-twp.us>

To: Ric Davis <rdavis@springfield-twp.us>; Township Board <twpboard@springfield-twp.us>

Cc: Chris Comstock <ccomstock@springfield-twp.us>; Lisa J. Hamameh <lhamameh@rsjalaw.com>

Subject: RE: NOTICE OF SPECIAL MEETING

This email chain is running afoul of the Open Meetings Act. Any further discussion on this via email needs to end immediately.

Sean R. Miller, MiPMC
Township Clerk

09 | Wednesday, October 28, 2026 | *10:46 AM*

From: Ric Davis <rdavis@springfield-twp.us>

To: Township Board <twpboard@springfield-twp.us>

Subject: Election resource accountability

I have no intention of restricting the help for the election from my office. I just want accountability.

10 | Wednesday, October 28, 2026 | *10:53 AM*

From: Sean Miller <smiller@springfield-twp.us>

To: Ric Davis <rdavis@springfield-twp.us>; Township Board <twpboard@springfield-twp.us>

Cc: Lisa J. Hamameh <lhamameh@rsjalaw.com>

Subject: RE: Election resource accountability

STOP

Sean R. Miller, MiPMC
Township Clerk