

From: Meg Schubert
Sent: Wednesday, June 11, 2025 3:53:34 PM
To: David Goldberg <dgoldberg@franklinvillagemi.gov>
Subject: Further Elaboration on Schubert Resignation

David,

I would like to express my sincere gratitude for your interest in my decision to resign as the Village Administrator of Franklin. This has been an [REDACTED]

[REDACTED] It saddens me to acknowledge that I will not be able to fulfill the goals and visions I had when I first accepted this position.

To directly address your question, please know that my decision to depart is not a reflection of you. I am genuinely thankful for your advocacy on my behalf and for your efforts to empower me in implementing positive changes within the Village of Franklin. I have also felt supported by some members of council, and I intend to reach out to each of them individually to express my appreciation. Additionally, at this time I am not leaving for another employment opportunity.

My decision is rooted in the fact that I hold a strong conviction in the council-manager form of government; however, I have observed actions and statements from certain council members that undermine the respect this governance model deserves. It is essential to maintain a clear distinction between the legislative and administrative functions within our Village to ensure effective collaboration and respect for each role. Simply put, this respect does not exist.

The overreach of council members into the daily operations of the Village, persistent micromanagement of staff, and the disregard for the distinction between governance and administration have compromised not only the role of the Administrator but also the stability of the organization as a whole. There have been repeated attempts to exert control over staff in ways that are inconsistent with our charter, suggesting that all staff serve at the pleasure of the Council—contrary to the intent and structure of our government. As a steward of this profession, I refuse to be party to violations of the charter and unethical behavior.

Public trust is being eroded through ongoing grandstanding, the misuse of public platforms to cast doubt on the competence and integrity of staff, and the promotion of discord rather than collaboration. What should be a professional relationship rooted in mutual respect has devolved into a combative environment, where I, as the appointed Administrator, have been consistently undermined and disrespected in both public and private settings.

This Council has shown a troubling disregard for proper meeting decorum, good governance practices, and ethical boundaries, including the concerning presence of a husband and wife simultaneously serving on the Council. While legally permissible, this

dynamic only exacerbates an already dysfunctional atmosphere that I can no longer, in good conscience, be a part of. It fosters a lack of transparency in government and also a lack of respect for the open meetings act.

As a public servant at heart, I fully understand the challenges and complexities that come with municipal leadership. However, this situation has evolved from a challenge into a sustained internal conflict, in which the role of Administrator is routinely devalued and disrespected. I have never encountered a professional environment so inhospitable to effective administration, and after consulting with respected mentors and peers, it is clear that the most principled course of action is to step away.

I will provide a separate letter of resignation for the public, however you are welcome to use this email to provide further clarity internally for those that request it. My fear in providing this directly to the council, is that this isn't a debatable topic and I feel certain council members are not interested in listening, but only wish to be heard.

Thank you once again for your understanding and support during this difficult time. I wish the Village of Franklin and its leadership all the best in the future.

Sincerely,
Meg Schubert