

**From:** [REDACTED] <[REDACTED]@austintexas.gov>

**Date:** March 25, 2016 at 8:14:23 AM CDT

**To:** "Lumbreras, Bert" <bert.lumbreras@atxad.org>

**Cc:** "Hayes, Joya" <Joya.Hayes@atxad.org>

**Subject:** Concerns of retaliatory actions against me and request for reassignment and/or transfer

Bert:

I am respectively requesting a meeting with you and the appropriate HRD representative to discuss what I believe are initiated retaliatory actions against me by Mr. Steven Ritchie. I would also like to discuss and request an immediate transfer to another City of Austin department to serve in an executive level capacity outside of the City of Austin Neighborhood Housing and Community Development department. Mr. Ritchie has recently filed allegations against me through the City of Austin's Employee Relations process.

Based on past precedent, I do not have confidence that the Director of NHCD can be fair and objective in this matter. I also do not have confidence that I will be treated fairly and in an objective manner by the NHCD departmental HRD representative, Lateefah Neal-Franks, who serves to consult Betsy and Mr. Ritchie regularly on HR matters.

I strongly assert that the actions by Mr. Ritchie to file allegations against me are in retaliation to a previous investigation in which he was the respondent to a complaint I reported to HRD. I strongly assert the allegations made against me by Mr. Ritchie are to damage my credibility and reputation and are retaliatory in nature due to the previous complaint to HRD of misconduct by Mr. Ritchie.

It is my intent to maintain my employment with the City of Austin as an executive level employee. I am requesting an immediate reassignment / transfer to another department maintaining my Executive level status and employment with the City of Austin. My request is that the reassignment and transfer to an executive level position be conducive to my skill set where I can continue to perform at a high level.

I am available all day today by phone or in person and would deeply appreciate time to discuss my request for an immediate reassignment to another department.

I respectfully request a meeting with you and the appropriate Corporate HRD representative at your earliest availability to discuss further. I recognize your schedule is very busy. I am requesting a priority to this discussion due to my concerns of retaliatory actions against me and the work environment I am subjected to.

Thank you.

[REDACTED]  
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