

**IN THE UNITED STATES BANKRUPTCY COURT  
EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION**

	X	
	:	Chapter 9
In re	:	
	:	Case No. 13-53846
CITY OF DETROIT, MICHIGAN,	:	
	:	Hon. Thomas J. Tucker
Debtor	:	

**DEBTOR’S REPLY TO RESPONSE TO OBJECTION TO CLAIM NUMBERS 3798  
AND 3799 FILED BY BRIDGET MURRIEL**

The Debtor, the City of Detroit (the “City”), by and through its undersigned counsel, for its reply (the “Reply”) to Bridget Murriel’s response (the “Response”) [Dkt. No. 9700] to the City’s Twelfth Omnibus Objection to Certain Late-Filed Claims (“Twelfth Omnibus Objection”) [Dkt. No. 9567] regarding claim numbers 3798 and 3799 (the “Claims”), respectfully states as follows:

**BACKGROUND**

1. On July 18, 2013 (the “Petition Date”), the City filed this case.
2. On November 21, 2013, this Court entered its *Order, Pursuant to Sections 105, 501, and 503 of the Bankruptcy Code and Bankruptcy Rules 2002 and 3003(c), Establishing Bar Dates for Filing Proofs of Claim and Approving Form and Manner of Notice Thereof* (the “Bar Date Order”) [Dkt. No. 1782].
3. On July 9, 2014, this Court entered its Order Pursuant to 11 U.S.C. § 105(a) and Fed. R. Bankr. P. 3007 Approving Claim Objection Procedures [Dkt. No. 5872] (the “Claims



Procedures Order”), allowing the City to file an omnibus objection with respect to claims which were late-filed. (Claim Procedures Order at 2.).

4. The Bar Date Order established February 21, 2014 (the “Bar Date”) as the deadline for filing certain claims against the City.

5. On or about November 29, 2013, Ms. Murriel was served notice of the Bar Date Order. See Certificate of Service filed by the City’s Noticing Agent Kurtzman Carson Consultants, LLC (“KCC”) on December 27, 2013, [Dkt. No. 2337].

6. The Bar Date Notice stated that the proof of claim had to be received on or before the Bar Date. *See* Bar Date Order, Annex 1, pp. 1, 8.

7. The Bar Date Notice also stated that if a proof of claim was not filed by the Bar Date, the claimant would not be entitled to receive distributions from the City. *See* Bar Date Order, Annex 1, p. 9.

8. On December 3, 2014, Ms. Murriel filed the Claims as general unsecured claims in an unliquidated amount.

9. On March 30, 2015, the City filed its Twelfth Omnibus Objection [Dkt. No. 9567]. The claims that the City objected to in the Twelfth Omnibus Objection were filed after the Bar Date.

10. The City objected to Ms. Murriel’s Claims in the Twelfth Omnibus Objection because Ms. Murriel’s claims were filed over nine months after the Bar Date, on December 3, 2014. A copy of Ms. Murriel’s Proof of Claim No. 3798 is attached as **Exhibit 1**, and Proof of Claim No. 3799 is attached as **Exhibit 2**.

11. On or about March 30, 2015, the City served Ms. Murriel with notice of the Twelfth Omnibus Objection. *See* Notice at Dkt. 9567.

12. On April 16, 2015, Ms. Murriel filed her Response to the Twelfth Omnibus Objection with the Court [Dkt. 9700]. The Response does not further explain the basis for the Claims, nor does it provide any reason for why the Claims were late-filed.

### **ARGUMENT**

13. Bar dates are designed to promote finality and efficient administration of the bankruptcy process. *In re National Steel Corp.*, 316 B.R. 510, 514 (Bankr. N.D. Ill. 2004). Typically, claimants who do not timely file proofs of claim are barred from receiving distributions from the estate. *Id.* at 515. In *National Steel*, an entity affiliated with the debtors sought to file a claim seeking indemnification after the bar date. The court declined to allow the late-filed claim because of the negative impact it would have on the estate and other creditors. *Id.* at 521. *See also In re Settlement Facility Dow Corning Trust*, 2009 U.S. Dist LEXIS 110133 (E.D. Mich. Nov. 25, 2009) (Hood, J.) (denying late-filed claim in the Dow Corning breast implant case where movant failed to timely file claim, and the allowance of such late-filed claim, in combination with the other late-filed claims would prejudice the administration of the case, and the claimants who had timely filed their claims).

14. Here, the Claims, which seek unliquidated amounts, should be disallowed and expunged because they were not timely filed, because allowance of such claims will prejudice the thousands of other claimants who did timely their claims, and because the delay in filing was solely in the control of Ms. Murriel.

15. The Bar Date Notice clearly indicated that claims had to be received at KCC's facility on or before the Bar Date.

16. Ms. Murriel does not dispute that fact or allege any deficiency in the Bar Date Order, its accompanying notice, or the service of such notice on her.

17. Ms. Murriel does not present facts to support any argument for why her late-filed claims should be permitted.

18. Ms. Murriel counsel received notice of the Bar Date, which clearly indicated that the proof of claim was to be received at KCC's facility on or before February 21, 2014 at 4:00 p.m. E.S.T. Ms. Murriel's Claims were not received by KCC on or before the Bar Date. *See* Ex. 1, 2. In fact, Ms. Murriel's Claims were not received by KCC until December 3, 2014.

19. As such, Ms. Murriel's Claims should be expunged as late-filed.

20. To the extent the Court does not disallow the Claim as late-filed, the City reserves its rights to object to the Claim on any other grounds.

WHEREFORE, the City respectfully requests that this Court enter an order disallowing and expunging the Claim, and granting the City such other and further relief as this Court may deem just and proper.

Dated: May 1, 2015

FOLEY & LARDNER LLP

By: /s/ John A. Simon  
John A. Simon (P61866)  
Jeffrey S. Kopp (P59485)  
Tamar N. Dolcourt (P73425)  
Leah R. Imbrogno (P79384)  
500 Woodward Ave., Ste. 2700  
Detroit, MI 48226  
313.234.7100  
jsimon@foley.com  
jkopp@foley.com  
tdolcourt@foley.com  
limbrogno@foley.com

*Counsel for the Debtor, City of Detroit,  
Michigan*

**CERTIFICATE OF SERVICE**

I hereby certify that on May 1, 2015, I caused the *City of Detroit's Reply to Response to Objection to Claim Numbers 1798 and 1799 Filed By Bridget Murriel* to be electronically filed with the Clerk of the Court using the ECF system, which sent notification of such filing to all ECF participants in this bankruptcy case. I hereby certify that a copy was also served via Federal Express to the following party:

Bridget Murriel  
3324 Hogarth St.  
Detroit, MI 48206

Dated: May 1, 2015

FOLEY & LARDNER LLP

By: /s/ John A. Simon  
John A. Simon (P61866)  
Jeffrey S. Kopp (P59485)  
Tamar N. Dolcourt (P73425)  
Leah R. Imbrogno (P79384)  
500 Woodward Ave., Ste. 2700  
Detroit, MI 48226  
313.234.7100  
jsimon@foley.com  
jkopp@foley.com  
tdolcourt@foley.com  
limbrogno@foley.com

*Counsel for the Debtor, City of Detroit,  
Michigan*

# **EXHIBIT 1**

B10 (Official Form 10) (04/13) (Modified)

UNITED STATES BANKRUPTCY COURT      EASTERN DISTRICT of MICHIGAN		CHAPTER 9 PROOF OF CLAIM
Name of Debtor: <u>City of Detroit, Michigan</u>		Case Number: <u>13-53846</u>
NOTE: Do not use this form to make a claim for an administrative expense that arises after the bankruptcy filing.		
Name of Creditor (the person or other entity to whom the debtor owes money or property): <u>Bridget Murriel</u>		<div style="position: relative; height: 150px;"> <div style="position: absolute; top: 0; right: 0; transform: rotate(90deg); font-weight: bold; font-size: 2em;">FILED</div> <div style="position: absolute; top: 0; right: 0; transform: rotate(90deg); font-weight: bold; font-size: 0.8em;">2014 DEC -3 AM 8:37</div> </div>
Name and address where notices should be sent: <u>Bridget Murriel</u> <u>3324 Hogarth</u> <u>Detroit, MI 48206</u>		
Telephone number: <u>313-894-5290</u> email: <u>bmurriel@att.net</u>		
Name and address where payment should be sent (if different from above):		
Telephone number:                      email:		
1. Amount of Claim as of Date Case Filed: \$ _____ <u>The Court will decide my compensation</u> If all or part of the claim is secured, complete item 4. If all or part of the claim is entitled to priority, complete item 5. <input type="checkbox"/> Check this box if the claim includes interest or other charges in addition to the principal amount of the claim. Attach a statement that itemizes interest or charges.		
2. Basis for Claim: <u>Proof of Corruption within the City of Detroit Police Human Resources department.</u> (See instruction #2)		
3. Last four digits of any number by which creditor identifies debtor:		3a. Debtor may have scheduled account as: _____ (See instruction #3a)
4. Secured Claim (See instruction #4) Check the appropriate box if the claim is secured by a lien on property or a right of setoff, attach required redacted documents, and provide the requested information.  Nature of property or right of setoff: <input type="checkbox"/> Real Estate <input type="checkbox"/> Motor Vehicle <input type="checkbox"/> Other Describe: _____ Value of Property: \$ _____ Annual Interest Rate (when case was filed) _____ % <input type="checkbox"/> Fixed or <input type="checkbox"/> Variable		Amount of arrearage and other charges, as of the time case was filed, included in secured claim, if any: \$ _____  Basis for perfection: _____  Amount of Secured Claim: <b>RECEIVED</b> Amount Unsecured: <b>DEC 04 2014</b>
5. Amount of Claim Entitled to Priority as an Administrative Expense under 11 U.S.C. §§ 503(b)(9) and 507(a)(2).		
5b. Amount of Claim Otherwise Entitled to Priority. Specify Applicable Section of 11 U.S.C. § _____ <b>KURTZMAN CARSON CONSULTANTS</b>		
6. Credits. The amount of all payments on this claim has been credited for the purpose of making this proof of claim. (See instruction #6)		
7. Documents: Attached are redacted copies of any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, security agreements, or, in the case of a claim based on an open-end or revolving consumer credit agreement, a statement providing the information required by FRBP 3001(c)(3)(A). If the claim is secured, box 4 has been completed, and redacted copies of documents providing evidence of perfection of a security interest are attached. (See instruction #7, and the definition of "redacted".) DO NOT SEND ORIGINAL DOCUMENTS. ATTACHED DOCUMENTS MAY BE DESTROYED AFTER SCANNING. If the documents are not available, please explain:		
8. Signature: (See instruction # 8) Check the appropriate box. <input checked="" type="checkbox"/> I am the creditor. <input type="checkbox"/> I am the creditor's authorized agent. <input type="checkbox"/> I am the trustee, or the debtor, or their authorized agent. <input type="checkbox"/> I am a guarantor, surety, indorser, or other codebtor. (See Bankruptcy Rule 3004.) (See Bankruptcy Rule 3005.)		
I declare under penalty of perjury that the information provided in this claim is true and correct to the best of my knowledge, information, and reasonable belief. Print Name: <u>Bridget Murriel</u> Title: <u>Personnel &amp; Payroll Clerk</u> Company: <u>City of Detroit - Police</u> Address and telephone number (if different from notice address above): _____ _____ _____ Telephone number: <u>248-317-2518</u> email: _____		
		<u>Bridget Murriel</u> <u>12.02.14</u> (Signature) (Date)

Penalty for presenting fraudulent claim: Fine of up to \$500,000 or imprisonment



13538461412030000000000005

PPIQ. 0001P [REDACTED] CITY OF DETROIT INQUIRY-01 LAST PAY=448  
MURRIEL, BRIDGET L  
EMP-ID: [REDACTED] PEN: [REDACTED] 12-02-2014 AGY: 48 PC: B UNIT: 4800  
POS-NO: 480650160 EMP-TYPE: 1 PRIN-CLASS H SP -STD- --HOURLY-- ANNUA  
EMPL STATUS 01 BIRTH DATE 02131960 -CODE- S RT HOURS ---RATE--- SALARY  
LONG STATUS CERTIF DATE 04292002 012027 1 080.0 013.680288 028455  
COMP STATUS APPOINT DATA 06202003/01 -COLA....00  
SPEC STATUS APP EFF DATE EMPL ADDRESS 3324 HOGARTH  
MAIL CODE 4800 APP EXP DATE DETROIT , MI 48206  
BADGE NUMBR CITY SR DATE 04292002 OPTL ADDRESS  
FOTC NUMBR DEPT SR DATE 07162012  
TRANS-AGY MIL AUG AMT SH.PREM....1

\*\*\*\*\*  
\*  
\* PLEASE ENTER PPIQ.SOF WHEN YOU ARE DONE WITH INQUIRY \*  
\*  
\*\*\*\*\*

PPIQ. 008 [REDACTED] CITY OF DETROIT INQUIRY-08 LAST PAY=448  
MURRIEL, BRIDGET L  
EMP-ID: [REDACTED] PEN: [REDACTED] 12-02-2014 AGY: 48 PC: B UNIT: 4800  
-CLASS -----CLASS----- YTD- --HOURLY-- CE -COST DISTRIBUTION DATA-  
-CODE- -----TITLE----- HOURS ---RATE--- TA AGY COST PERCENT S-O STEP-INC  
012027 P&P RECS SYS CLERK 0160 013.680288 48 0601 1.00 00 0.000+  
PRINCIPAL TITLE  
EFFECT DATE = 05162014

\*\*\*\*\*  
\*  
\* PLEASE ENTER PPIQ.SOF WHEN YOU ARE DONE WITH INQUIRY \*  
\*  
\*\*\*\*\*

*Proof of Title & Annual Salary*

*My education background is equivalent  
to a Masters and Higher.*

*Bridget Murriel 12.02.14*



REPORT PRW27516173  
AGENCY 48 POLICE  
PAY CODE B PAY-ROLL 4800

CITY OF DETROIT  
PAYROLL REGISTER  
PAID 11-26-2014

DEPOSITED 11-26-2014

DATE 11-22-2014  
PAGE 1327

-----EMPLOYEE NAME-----  
MURRIEL, BRIDGET L

SOC SEC NO [REDACTED]

BADGE [REDACTED]

PENSION MAIL-CD REG RATE  
4800 13.680288H

--BANK--  
[REDACTED]

--ACCOUNT NUMBER--

YTD-GROSS-PAY STUB NO  
026530.63 5001928

CLASS	KOT	G	ER	CODE	REF	UNITS	RATE	AMOUNT	CODE	E	AMOUNT	YTD BAL	CODE	AMOUNT	YTD-GROSS-PAY	STUB	NO
012027	01					70.8	13.680	968.56	OASDI		76.01	1587.68	110N1	43.78	200N1	0.00	
012027	32					1.2	13.680	16.42	MEDC		17.77	371.31	40010	0.40	69200	32.67	
012027	35					8.0	13.680	109.44	FIT	4	55.62	891.76	41040	1.27			
012027	66					8.0	20.520	164.16	SIT		37.16	758.89					
									DIT		28.40	602.35					

GROSS	1258.58	GP ADJ	0.00	DEF INC	0.00	TAXES	214.96	VOL DED	78.12	NP ADJ	0.00	NET PAY	965.50
-------	---------	--------	------	---------	------	-------	--------	---------	-------	--------	------	---------	--------

*Proof of Income - Bridget Murrel 12.02.14*

<input type="button" value="Reply"/>	<input type="button" value="Reply All"/>	<input type="button" value="Forward"/>	<input type="button" value="Move"/>	<input type="button" value="Mark Unread"/>	<input type="button" value="Delete"/>
<input type="button" value="Resend"/>	<input type="button" value="Print View"/>	<input type="button" value=""/>	<input type="button" value=""/>	<input type="button" value=""/>	<input type="button" value=""/>

Mail

Properties

From: **Bridget Murriel** Tuesday - December 2, 2014 12:26 PM  
To: **Gail Oxendine <OxendineG@detroitmi.gov>; Crystal Perkins <PerkinsC@detroitmi.gov>; Brian Tennille <Brian Tennille>; DELIA ENRIGHT <ENRIGHTD027@detroitmi.gov>**  
CC: **BJones\_MB@detroitmi.gov <BJones\_MB@detroitmi.gov>**  
Subject: **Verification For Bankruptcy Case**  
Attachments: **Fwd: Re: Breach of Contract -- Fraud Explanation of Work Performance**

To Whom This May Concern,

Thank you for your time! I needed the information to show the bankruptcy Judge that I tried to resolve the reason why I was reverted back to a Personnel and Payroll Clerk for no reason. I have the exact information I need. You've explained in detail of how investigations are conducted within the Police Human Resources Department. Sorry, if I offended you doing my investigation of why I received this unfair treatment. I will let the bankruptcy court decide my outcome. My intentions were not to harass the Police Human Resources Department, sorry but I needed answers.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Mike Duggan, Mayor

*Question to the Court:*

*If a supervisor lied about an employee's work performance, is this considered breaching the contract? My career has been ruined because former Deputy Chief Angela O'bey-Young lied about my work performance on my evaluation form. Please review e-mails based upon my investigation to resolve my problem of unfair treatment in the work place.*

*Thank you!*

□PPIQ.550075538268953555 5  
MURRIEL, BRIDGET L CITY OF DETROIT INQUIRY-07 LAST PAY=448  
EMP-ID: [REDACTED] PEN: [REDACTED] 12-02-2014 AGY: 48 PC: B UNIT: 4800  
-----PERSONNEL DEPT EXAM RESULTS-----  
--TYPE---CLASS--EXAM---DATE---%--ELIG-NO -----IN HOUSE TRAINING TAKEN-----  
ORIGINAL 012025 1104 11212001 083 000 CODE YEAR CODE YEAR CODE YEAR  
SECOND  
-OTHER---CLASS--TYPE--DATE--RSLT--F/R---  
NO EXAM DATA ON FILE.....

*Test Results for title Personnel & Payroll Clerk*

\*\*\*\*\*  
\*  
\* PLEASE ENTER PPIQ.SOF WHEN YOU ARE DONE WITH INQUIRY \*  
\*  
\*\*\*\*\*

**Re: Breach of Contract -- Fraud Explanation of Work Performance**

**From:** Gail Oxendine  
**To:** Murriel, Bridget; Perkins, Crystal; Tennille, Brian; ENRIGHT, DELIA  
**CC:** Mailbox, BJones\_MB; Tolliver, Tina; HOUSER, LASHINDA; CRAIG, JAMES  
**Date:** Tuesday - December 2, 2014 11:52 AM  
**Subject:** Re: Breach of Contract -- Fraud Explanation of Work Performance  
TEXT.htm; Bridget Murriel - Investigation Findings and Decision 11.25.2014.pdf; Bridget Murriel - Investigation Documents.pdf;  
**Attachments:** Fwd: Re: Hearing and Policy Investigation Documents Enclosed; Memo Attached is in violation of the Due Process of Laws; Breach of Contract -- Fraud Explanation of Work Performance; Proof of Former Deputy Chief Angela O'bey-Young trying to undermine me; My Introduction To Commander Lee E-Mail Attached; E-mail Forwarded To Commander Lee; Fwd: new forms for separations team

Ms. Murriel,

Per your request, attached are the documents reviewed and considered during my investigation. Your work performance of processing lump sums was not considered, as this was not the subject of the investigation. The investigation was to determine if the Human Resources Rule 7 - Probations, and the AFSCME collective bargaining unit where followed with respect to the probationary period for your promotion to Senior Personnel and Payroll Clerk on March 10, 2008.

On Wednesday, November 26, 2014, I provided you with my investigation findings and decision (see attached). The communication also informed you that the decision was final and the case was considered closed. Subsequent to my communication on Wednesday, November 26, 2014, you have sent seven (7) emails (see attached). Each time, you have made basically the same assertions as you have made during the past 6 1/2 years. No additional information or documentation was provided which supports your position. You also have asserted that the City of Detroit is in breach of contract and that my investigation findings (memo) was unconstitutional. However, no breach of contract has occurred, nor is the memo unconstitutional.

Ms. Murriel, please note that on November 26, 2014, I indicated that you are to refrain from contacting Police HR staff regarding this matter (me included), as the final determination has been made and the case is closed. Your continuing to make contact, as evidenced by the seven (7) emails you sent subsequent to November 26, 2014, and the numerous times (since 2008) you have requested the same issue be investigated by both the Central HR Department and Police HR, could be considered harassment, which is creating a hostile work environment. Civilian employees who commit this violation are subject to disciplinary action, up to and including discharge from employment. I strongly urge you to cease your communications to the Police HR Office regarding this matter.

You are welcome to pursue this matter with any other agency or entity as you choose. However, once again, this matter is closed and will no longer be considered by the Police HR Office.

Gail A. Oxendine  
Human Resources Director - Police  
City of Detroit - Police Department  
1301 Third Street  
Detroit, Michigan 48226  
Office: 313-596-2730  
Email: oxendineg@detroitmi.gov

Michael Duggan, Mayor

Police Chief James E. Craig's vision:

"The Detroit Police Department is a model of sustained policing excellence that places our neighborhoods and people first."

>>> Bridget Murriel 11/30/2014 1:10 PM >>>  
To Whom This May Concern,

Please review attachment! Former Deputy Chief Angela O'bey-Young breached the contract with false accusations stating I need additional experience of Lump Sums, Leave of Absence, Suspensions, and Inactive Unit Status (1105). I know how to process everything she mentioned in her explanation. I designed, and computerized the Lump Sum Payout spreadsheets for Police Payroll Separation Team with the assistant of former contractual ITS employee Elmore Snead. I know everything about using PPS2K (B20), WORKBRAIN, Oracle applications. I am a degreed Computer Programmer, Business Administration, and Accountant with concentration in Payroll. Several co-workers were promoted to Senior Personnel & Payroll Clerks who did not pass the Senior Personnel & Payroll Clerk test. I was told that management used my Senior Personnel & Payroll Clerk to promote a co-worker because the co-worker did not pass the Senior Personnel & Payroll Clerk test in the year of 2002. I was never promoted in the year 2002 as a Senior Personnel & Payroll Clerk. At the time, I was a Personnel & Payroll Clerk at the Police Payroll Department. My City of Detroit Work History can explain the exact dates of my employment with the City of Detroit. My City of Detroit Work History is attached to previous e-mails sent. Please review! If the truth was written on the attached evaluation form, my reversion would not be based upon my work performance. I did not know the City of Detroit support reversions of employees based upon an individual jealousy. If research was properly conducted of my work performance the outcome would be different of your decision Ms. Oxendine on your memo you provided to me via e-mail 11/26/14. I am unclear of the practices of business ethics at the City of Detroit. Did your investigation include Lump Sum Payout spreadsheets that I processed for police employees. I processed Lump Sum Payouts for General City of Detroit employees on PPS2K (B20), and WORKBRAIN from 07/14/08 - 11/18/11 without any problems. Ms. Oxendine please explain, how did I return back to Police Payroll, my work performance is excellent, I am currently at the same level as a Personnel & Payroll Clerk when first employed with the City of Detroit Police Payroll Department performing Senior Personnel & Payroll tasks processing New Hire, Re-Hire, Payroll Adjustments, and Separations tasks with my education background? Ms. Oxendine please explain the difference between processing General City Lump Sum Payouts from Police Lump Sum Payouts? General City has never inform me that I need additional experience processing Lump Sum Payouts, Leave of Absence, Suspensions, and placing employees in Inactive Status (Unit 1105). I have never had a problem processing any payroll tasks.

Sincerely

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email: BriMur@detroitmi.gov

Mike Duggan, Mayor

**City of Detroit  
NOTIFICATION OF PROBATION**

Length of Probation <input checked="" type="checkbox"/> 3 Months <input type="checkbox"/> 6 Months		Final Probation Due <u>June 10, 2009</u>
Name: <u>Bridget Muriel</u>	Pension No.:	
Title: <u>Senior Personnel &amp; Payroll Clerk</u>	Sec. Sec. No. <u>XXXXXXXXXX</u>	
Department/Division: <u>Police / Payroll</u>	Supervisor: <u>3<sup>rd</sup> DC Obay-Young</u>	
<p><b>TO THE EMPLOYEE</b></p> <p>You have been hired to the position indicated above, subject to the specified probation period. During this period your performance will be evaluated to determine whether or not you should be given permanent status in this position. Normally, the first evaluation will take place about halfway through the probation period. The final evaluation will occur shortly before the probation period expires. Based on this final evaluation, the decision will be made to grant you permanent status, extend the probation period, revert you to your last prior status, or terminate employment. However, your employment may be terminated for cause at any time during the probation period.</p> <p>The general factors used to evaluate employees are listed on the back of the sheet. Your supervisor will discuss with you the specific duties and responsibilities of the position. These duties and responsibilities of the position. These duties and responsibilities will depend on the needs of the department and the specific assignment. These duties are subject to change. You will be expected to perform any duty which is reasonable and either stated specifically or implied in the job specification for your position.</p> <p><b>EMPLOYEE CERTIFICATION</b></p> <p>I understand that my status in this position is that of a probationary employee and that in order to qualify for permanent status I must demonstrate an acceptable level of work performance during the probation period. I have read the general factors on which I will be evaluated and have discussed the specific duties and responsibilities of the assignment with my supervisor. I understand what is expected of me and realize that these duties and responsibilities are subject to change. Further, I understand that I will be expected to perform any duty that is reasonable and of her stated specifically or implied in the job specification for my position.</p> <p>Signature <u>Bridget Muriel</u> Date <u>05-20-08</u></p>		
<p><b>TO THE SUPERVISOR</b></p> <p>This form notifies the employee of the length and type of the probation period. It is also gives the employee a statement of the general factors that will be considered in evaluating the employee for permanent status. It is your responsibility to insure that the employee knows and understands the specific duties of the assignment and what level of performance is expected. Take time to explain fully the assignment to the employee and answer any questions as clearly as possible.</p> <p><b>SUPERVISOR CERTIFICATION</b></p> <p>I have discussed the specific duties and responsibilities of the assignment with the employee. I feel that the employee has a reasonable understanding of the level of work performance expected in order to qualify for permanent status in this position.</p> <p>Signature <u>Dolores Lewis</u> Date <u>3-22-08</u></p>		

City Employee Services Specialist  
Employee

Notice of Probation  
Effective 05/11/2008

City of Detroit, copyright. All rights reserved.  
PZ-3

FORM 9837  
Rev 6

20/10 JND

11035 TORAYD 30104

11107992107 05/15/08 0007/02/100

CHRT DATE: 4-29-02  
RHS DATE: 4-29-02

# DATABASE

JUN 5 PM 12:44

City of Detroit  
Recommendation on Permanent Status  
Final Probation/Trial Period Report

Length of Probation 3 Months		
Name <u>Bridget Murriel</u> ✓	Soc. Sec. NO. <u>38268/9535</u> ✓	Certification Date _____
Department <u>Police</u> ✓	Division <u>Payroll</u>	Title <u>Senior Personnel &amp; Payroll Clerk</u> ✓
Date of Final Probation Due <u>June 10, 2008</u>	Date Hired or Status Change Effective Date <u>March 10, 2008</u>	
Note: Failure by the Department to submit a timely probation report will result in the employee gaining permanent status by default.		
WORK PERFORMANCE		
Overall Ability to Perform Quality of Work Quantity of Work	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Knowledge and Skills a. Technical Knowledge b. Practical Skills c. Ability to Learn	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> Work Behavior Supervisory Abilities, if appropriate
Attendance and Tardiness Record Dates: From _____ To _____		
TOTAL DAYS ABSENT = _____ Paid S/L _____ Abs./No Pay _____ Dept. Lv. _____ _____ AWOL _____ Occupational Injury _____ Funeral Lv. _____		<input checked="" type="checkbox"/> Satisfactory <u>aw</u> <input type="checkbox"/> Needs Improvement <input type="checkbox"/> Unsatisfactory
TOTAL TIMES TARDY = <u>1</u> Beginning of Shift _____ Return from Lunch _____		
Explain all exceeds expectations and unsatisfactory ratings. Be specific. <u>ADDITIONAL EXPERIENCE ON LUMP SUMS</u> <u>LEAVE OF ABSENCE</u> <u>SUSPENSIONS</u> <u>INACTIVE UNIT (1105)</u>		
DEPARTMENTAL RECOMMENDATION		
PERMANENT STATUS _____ EXTENSION OF PROBATION*: Length of desired extension <u>90 Days</u> (See form instructions for limitations on extensions) <u>3 Months</u> Notify labor organization, if applicable		
SEPARATION Date _____ Return Employee to previous status of _____ Effective Date: _____		
Rated by <u>Dolores Lewis</u> Title <u>Admin Specialist 7</u> Date <u>6-4-08</u> Reviewed by <u>Angela Bry-Young</u> Title <u>3rd Deputy Chief</u> Date <u>6/4/08</u>		
Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.		
Employee Signature <u>Refuse to Sign</u> Date <u>06-04-08</u>		
Human Resources		
<input checked="" type="checkbox"/> Concur with Departmental Recommendation <input type="checkbox"/> Automatic Affirmation: Received too late (default) <u>Kerice Kallu</u> <u>6/5/08</u> Human Resources Approval Date		
<input type="checkbox"/> Other _____ By _____ Date _____ <input type="checkbox"/> Entered into PPS Date _____		

Approved by Authority  
of the HR Director

City of Detroit, copyright. All rights reserved.

CHIT DATE: 4-29-02  
HIRE DATE: 4-29-02

@ 44

62

# DATABASE

## City of Detroit Recommendation on Permanent Status Final Probation/Trial Period Report

Length of Probation 3 Months					
Name <u>Bridget Murriel</u> ✓	Soc. Sec. NO. <u>382/68/9535</u> ✓	Certification Date _____			
Department <u>Police</u> ✓	Division <u>Payroll</u>	Title <u>Senior Personnel &amp; Payroll Clerk</u> ✓			
Date of Final Probation Due <u>June 10, 2008</u>	Date Hired or Status Change Effective Date <u>March 10, 2008</u>				
Note: Failure by the Department to submit a timely probation report will result in the employee gaining permanent status by default.					
WORK PERFORMANCE					
Overall Ability to Perform	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Knowledge and Skills	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Work Behavior	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Quality of Work	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	a. Technical Knowledge	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Supervisory Abilities, if appropriate	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Quantity of Work	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	b. Practical Skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
		c. Ability to Learn	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
Attendance and Tardiness Record Dates: From _____ To _____					
TOTAL DAYS ABSENT = _____ Paid S/L _____ Abs/No Pay _____ Dept. Lv. _____					
AWOL _____ Occupational Injury _____ Funeral Lv. _____					
TOTAL TIMES TARDY = <u>1</u> Beginning of Shift _____ Return from Lunch _____					
Explain all exceeds expectations and unsatisfactory ratings. Be specific.					
<u>ADDITIONAL EXPERIENCE ON LUMP SUMS</u> <u>LEAVE &amp; ABSENCE</u> <u>SUSPENSIONS</u> <u>INACTIVE UNIT (1105)</u>					
DEPARTMENTAL RECOMMENDATION					
PERMANENT STATUS _____ EXTENSION OF PROBATION*: Length of desired extension <u>90 days</u> (See form instructions for limitations on extensions) <u>1000 days 7/16/08 aw</u>					
SEPARATION Date _____ Notify labor organization, if applicable _____					
Return Employee to previous status of <u>PPC CLERK @ HR</u>					
Effective Date: <u>7-14-08</u>					
Rated by <u>Debra L. Lewis</u> Title <u>Adm. Specialist II</u> Date <u>6-4-08</u>					
Reviewed by <u>Angela Bey-Jones</u> Title <u>3rd Deputy Chief</u> Date <u>6/4/08</u>					
Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.					
Employee Signature <u>Refuse to Sign</u> Date <u>06-04-08</u>					
Human Resources					
<input checked="" type="checkbox"/> Concur with Departmental Recommendation					
<input type="checkbox"/> Automatic Affirmation: Received too late (default)					
Other _____					
By _____ Date _____					
Entered into PPS Date _____					
Human Resources Approval _____ Date _____					

Approved by Authority  
of the HR Director 6

City of Detroit, copyright. All rights reserved.

JUL 21 2008





*My Copy*

City of Detroit - Human Resources  
Employee Services Division -  
Coleman A. Young Municipal Center  
7 Woodward Avenue - Suite 318  
Detroit, Michigan 48226  
Phone: (313) 224-3725  
Fax: (313) 224-5679  
www.ci.detroit.mi.us

July 11, 2008

Bridget Muriel  
3324 Hogarth  
Detroit, MI 48208

Dear Ms. Muriel:

**RE: PROBATIONARY REVERSION**

Your performance did not meet the expected standards for the classification of Sr. Personnel & Payroll Clerk.

You are being reverted to your previous position of Personnel & Payroll Clerk effective Monday, July 14, 2008.

Please report to the Human Resources Department, Room 318 in the Coleman A. Young Municipal Center on Monday, July 14, 2008 at 8:30 A.M.

If you have any questions, please contact my office 313-224-3730 or your Human Resources Consultant, Brandi Richmond at 313-224-3725.

Sincerely,

*Renee Laster*  
RENEE LASTER  
Human Resources Consultant  
Employee Services Division

cc: Brandi Richmond - HRC  
Lawana Ducker - Director Police Personnel  
Angela Obay-Young - Police Payroll  
AFSCME Local 1023  
File

M

**Equal Opportunity Statement:** To plan, develop and deliver human resource services in partnership with City departments and agencies, to provide all employees to provide high quality and timely services to residents, visitors and businesses.

Kwame M. Kilpatrick, Mayor



CITY OF DETROIT  
HUMAN RESOURCES DEPARTMENT  
Hearings & Policy Development Division

COLEMAN A. YOUNG MUNICIPAL CENTER  
2 WOODWARD AVE., SUITE 310  
DETROIT, MICHIGAN 48226  
PHONE (313) 224-3130  
FAX (313) 224-6434

Via Email and Hard Copy

December 9, 2008

Ms. Bridget Murriel  
Human Resources Department  
Payroll Division  
507 Coleman A. Young Municipal Center  
Detroit, MI 48226

**RE: Demoted for No Reason - Email request -Hearings & Policy Non-Union  
Grievance**

Ms. Murriel:

I am in receipt of your email of December 9, 2008. The Hearings & Policy Unit of HR has responsibility for grievances filed pursuant to Human Resources Department Rule 17. Upon receipt of your request for assistance, I attempted to assemble the pertinent information so I could provide an informed response.

A review of HR documents indicates:

- o On or about March 10, 2008, pursuant to a Status Change effective this date, you were named a Senior Personnel & Payroll Clerk;
- o On or about March 20, 2008, you signed a Notification of Probation advising you of a three (3) month probationary period for the Senior Personnel & Payroll Clerk position. Additionally, the Notification advises that a final evaluation will be made prior to either granting you permanent status, extending your probation or reverting you to your last prior status;
- o On or about June 4, 2008, the Police Department recommended an extension of your probation;
- o You were notified on July 9, 2008 that you would be reverted effective July 14, 2008;
- o On or about July 11, 2008, you were notified of your probationary reversion.

Kenneth V. Cockrel, Jr., Mayor

The position in questions is subject to the collective bargaining agreement with AFSCME. The Master AFSCME Agreement provides in pertinent part:

- Section 9(b) – any grievance under this Agreement which is not filed in writing within twenty (20) working days after the grievance arises shall not be considered a grievance.

**NOTE:** In your email you reference filing a grievance with you Union Representatives. You did not relay the status of your union grievance; however, assuming it was filed timely, that would be your avenue of recourse.

Human Resources Department Rules 17 provides the process and procedures for Employee Grievances. Rule 17 provides in pertinent part:

Section 3 (e) A classified employee covered by a collective bargaining contract containing a grievance procedure providing for a final and enforceable resolution of a grievance shall, unless the contract calls for a specific and exclusive procedure, elect at the outset in accordance with 3(f) of this section to use either the commission procedure or the contract procedure, but may not use both.

**NOTE:**


- (1) In your email, you indicate you have filed a grievance with your union reps, therefore you are not able to elect at the outset to use the commission procedure. You have already initiated the union procedure and the rule is clear you may not use both.
- (2) The AFSCME Master agreement provides in Section 9(f) that the grievance procedure contained in this Agreement shall be the exclusive grievance procedure for all members of the bargaining unit. Again the reference set forth above clearly provides that HR Rule 17 is not available if the contract provides the contractual grievance is an exclusive procedure.

Therefore, for the reasons set forth in the letter, it does not appear that I am your last resort. You may pursue the union grievance as mentioned in your email. However, having initiated that process, you may not file a concurrent non-union grievance pursuant to Rule 17.

If any of the status change, probationary and reversionary information is factually incorrect, please advise and provide supporting documentation. I am not commenting on the assessment of your job performance as I have no personal knowledge other than the factors as set forth in the probationary and reversion documents. I am more than willing to revisit my analysis if I am not correctly reciting the facts.

As always, if you have any additional questions, please feel free to contact me.

Sincerely,

  
Brenda E. Braceful  
Manager I- Hearings & Policy Division

cc: Kimberly Hall, General Manager  
Renee Laster, HR Consultant  
File

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/4/2010 5:21 PM  
**Subject:** Re: Fwd: newhireltr.doc - FYI

Ms. Cheatom,

I was employed at Police Payroll from 04/27/02 - 07/31/05 before I was laid off. I was nominated employee of the quarter for the period of October 1, 2002 - December 31, 2002. I'm processing payroll currently the same as a Senior. I designed and computerized File Maintenance for Police Payroll not Vicki Rice-Parker. Someone is lying and it is not me. I know everything about Police Payroll. Ask to see my processed work at Police Payroll and it will tell you the truth. I did an excellent job considering I was never paid Out-of-Class for my work at Police Payroll. I can prove it was a lie.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> BENITA CHEATOM 11/4/2010 3:15 PM >>>  
 Ms. Muriel,

Per the attached, you were returned to the Personnel & Payroll Clerk title because you did not successfully complete the probation period for the title Sr. Personnel & Payroll Clerk at the Police Department.

>>> Gail Oxendine 11/4/2010 1:46 PM >>>  
 Bridget,

Please contact Benita Cheatom regarding this matter. I'm sure the grounds for reversion related to your return to HR.

>>> Bridget Murriel 11/4/2010 12:33 PM >>>  
 Gail,

I was reverted back to a Personnel & Payroll Clerk for no reason.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> Gail Oxendine 11/4/2010 11:54 AM >>>  
Bridget,

What is this and why have you sent this to me?

Gail A. Oxendine, Human Resources Director  
City of Detroit - Human Resources Department  
316 Coleman A. Young Municipal Ctr.  
Two Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-1345  
Fax: 313-224-1750  
Email: [oxendineg@detroitmi.gov](mailto:oxendineg@detroitmi.gov)

Dave Bing, Mayor

>>> Bridget Murriel 11/4/2010 10:20 AM >>>  
Good Morning HR,

Please Review Attachment!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

>>> Renee Laster 3/6/2008 10:14 AM >>>  
Reporting information for Monday, 3/10/08.

Renee Laster  
Human Resources Consultant  
Employee Services Division  
Coleman A. Young Municipal Ctr.  
Room 316  
313-224-3730 Phone  
313-224-5609 Fax

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/4/2010 5:35 PM  
**Subject:** Re: Fwd: newhireltr.doc - FYI

Ms. Cheatom,

I was setup by management. Angela Obey-Young had no intentions of passing my probation. I over heard Angela Obey-Young telling Ester Ramos that she was not going to pass my probation and she could not wait to tell me I did not pass my probation.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> Bridget Murriel 11/4/2010 5:21 PM >>>  
 Ms. Cheatom,

I was employed at Police Payroll from 04/27/02 - 07/31/05 before I was laid off. I was nominated employee of the quarter for the period of October 1, 2002 - December 31, 2002. I'm processing payroll currently the same as a Senior. I designed and computerized File Maintenance for Police Payroll not Vicki Rice-Parker. Someone is lying and it is not me. I know everything about Police Payroll. Ask to see my processed work at Police Payroll and it will tell you the truth. I did an excellent job considering I was never paid Out-of-Class for my work at Police Payroll. I can prove it was a lie.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> BENITA CHEATOM 11/4/2010 3:15 PM >>>  
 Ms. Muriel,

Per the attached, you were returned to the Personnel & Payroll Clerk title because you did not successfully complete the probation period for the title Sr. Personnel & Payroll Clerk at the Police Department.

>>> Gail Oxendine 11/4/2010 1:46 PM >>>  
 Bridget,

Please contact Benita Cheatom regarding this matter. I'm sure the grounds for reversion related to your return to HR.

>>> Bridget Murriel 11/4/2010 12:33 PM >>>  
Gail,

I was reverted back to a Personnel & Payroll Clerk for no reason.

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

>>> Gail Oxendine 11/4/2010 11:54 AM >>>  
Bridget,

What is this and why have you sent this to me?

Gail A. Oxendine, Human Resources Director  
City of Detroit - Human Resources Department  
316 Coleman A. Young Municipal Ctr.  
Two Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-1345  
Fax: 313-224-1750  
Email: [oxendineg@detroitmi.gov](mailto:oxendineg@detroitmi.gov)

Dave Bing, Mayor

>>> Bridget Murriel 11/4/2010 10:20 AM >>>  
Good Morning HR,

Please Review Attachment!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

>>> Renee Laster 3/6/2008 10:14 AM >>>  
Reporting Information for Monday, 3/10/08.

Renee Laster  
Human Resources Consultant



Employee Services Division  
Coleman A.Young Municipal Ctr.  
Room 316  
313-224-3730 Phone  
313-224-5609 Fax

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/5/2010 10:57 AM  
**Subject:** Disrespected

Ms. Cheatom,

I am being disrespected because of this lie by Supervisors and Co-workers.

**Human Resource Payroll**

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: BrlMur@detroitmi.gov

Dave Bing, Mayor

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/10/2010 10:35 AM  
**Subject:** Bridget Murriel

Good Morning Ms. Cheatom,

I am very disappointed of how one person can tell a lie on a person ,and everyone believed what she said, without any investigation. Renee Laster knew I worked at Police Payroll for three years, and 3 months before Angela O'bey-Young laid me off because of her on personal reasons. In order to be nominated for something you have to do something to help the department. Why would management of Police Payroll nominate me "Employee of the Quarter"???? I know how to process Police Payroll very well. No one else was nominated. I need answers to why no one asked me questions of why I did not sign the evaluation document. This has been a one sided scenario from the beginning of the lie. One of the GOD's commandments is "Thou shall not bare false witness against thy neighbor". I guess Angela O'bey-Young is unaware of this commandment and others who follow her lie she told against me. My career is damaged from this lie Angela O'bey-Young told against me.

P.S. Ms. Cheatom please help me resolve this lie!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: BriMur@detroitmi.gov

Dave Bing, Mayor

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/12/2010 9:29 AM  
**Subject:** Re: Bridget Murriel

**CC:** Mayor, Mayor  
Ms. Cheatom,

I filed a grievance with all three unions I was employed at the time. I brought it to everyone's attention and nothing was done about her lying on me. I am trying to resolve this matter with current management. I have in writing from Angela O-bey Young of what a great employee I am. I am being harassed by Bobbie Jo Wright. She constantly tries to write me up for no reason. I took the test twice and passed their are employees who are Seniors and did not pass the test. What can you do for me now? I am tired of Bobbie Jo Wright disrespecting me and trying to write me up for no reason. Maybe I have to pursue legal help outside the city to resolve unethical business practices.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> BENITA CHEATOM 11/10/2010 7:29 PM >>>  
Good evening Ms. Murriel,

There is nothing that I can do about your having been reverted during your probation period for Senior P & P at DPD. The Probation Evaluation form contains the following statement pertaining to your signature and resolution options that were available to you:

Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.

Please note that the time limit for filing a grievance about this matter expired over 2 years ago.

>>> Bridget Murriel 11/10/2010 10:35 AM >>>  
Good Morning Ms. Cheatom,

I am very disappointed of how one person can tell a lie on a person, and everyone believed what she said, without any investigation. Renee Laster knew I worked at Police Payroll for three years, and 3 months before Angela O'bey-Young laid me off because of her on personal reasons. In order to be nominated for something you have to do something to help the department. Why would management of Police Payroll nominate me "Employee of the Quarter"???? I know how to process Police Payroll very well. No one else was nominated. I need answers to why no one asked me questions of why I did not sign the evaluation document. This has been a one sided scenario from the beginning of the lie. One of the GOD's commandments is "Thou shall not bare false witness against thy neighbor". I guess Angela O'bey-Young is unaware of this commandment and others who follow her lie she told against me. My career is damaged from this lie Angela O'bey-Young told against me.

P.S. Ms. Cheatom please help me resolve this lie!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

## **HUMAN RESOURCES DEPARTMENT**

### **RULE 7**

#### **PROBATION PERIODS**

##### **Section 1. Nature of Probation Period**

Probationary periods construed as "working test" periods are required in selection and placement processes to supplement other evaluations to determine whether an employee fully meets the performance and entrance qualifications for the classification in which employed.

##### **Section 2. Employment Requiring Probation Period**

Probationary periods are required:

- a. In all cases of initial certified hire to the classified service.
- b. In all cases of promotion in the classified service.
- c. In all cases of transfer, transfer-promotion or transfer-demotion, including all cases of transfer between departments.
- d. In all instances of reinstatement to the classified service.
- e. In all instances of certification and employment from a preferred re-employment list to a classification different than the re-employment list.

##### **Section 3. Duration of Probation Period**

The period of probation in any classification shall commence immediately upon date of hire or the effective date of a change in status, but may not be prior to the employee's assumption of the duties.

- a. For the following classifications, the probation period shall be six months: all supervisory, administrative, professional, technical and trainee classifications.
- b. For all other classifications in which employment is on a full-time basis for three months or more the probation period shall be three months.
- c. Exceptions to (a) and (b) above may be established by action of the

Human Resources Director and may be requested by the head of the employing department.

#### **Section 4. Probation Reports**

- a. Probation report forms shall be provided to departments by the Human Resources Department.
- b. At such times during the probation period and in such manner as the Human Resources Department may require, the department head or his designated representative shall report to the Human Resources Department evaluations of the employee's work performance and qualifications for the classification in which employed.
- c. Probation reports shall be reviewed with the employee prior to the expiration of the probation period. Such reports must be received by the Human Resources Department no later than 15 days following the expiration of the probation period.
- d. An employee subject to a probation period, either upon initial hire or status change, shall be deemed as having acquired regular status in the classification in which employed upon the expiration of the probation period unless the employing department, on a timely basis, submits a report of unsatisfactory performance or requests an extension of the probation period.

#### **Section 5. Extension of Probation Period**

A probation period may, upon departmental request, be extended once for an interval not to exceed the length of the initial period provided that written reasons acceptable to and approved by the Human Resources Department are provided by the employing department.

#### **Section 6. Termination of Probation**

##### **a. Initial Hire:**

1. At any time during an employee's initial hire probation period, a department head or his designated representative may recommend the discharge of the employee if observed performance is such that the employee appears to be unable, unwilling or unqualified to perform the duties of the classification in which employed or that the employee's habits and dependability do not merit continuance

of the employee in City service. Such recommendation must be supported by written reasons.

2. At the time of the recommendation to discharge, the department may remove the probationary employee from employment by suspension pending action on the recommendation to discharge. If the recommendation is approved by the Human Resources Director, the department may proceed to discharge the employee.

b. Promotions, Transfers, etc.

1. The employing department shall report its evaluation of the departmental recommendation as to the retention of the employee or the reversion of the employee to the employee's last prior status.

Unless the Human Resources Director finds that a department recommendation for reversion in status is not warranted, and so notifies the employing department, the employee shall revert to the employee's last prior status effective as of the date the employee is so reassigned.

2. No employee serving a probation period as a condition to a status change may be discharged except for reasons which would have been grounds for discharge in the position held previous to the status change.

**Section 7. Additional Provisions on Probation Periods**

- a. All employees must satisfactorily complete the probationary period required for the classification in which employed, to be considered eligible for promotion or transfer to any other classification.
- b. Where an employee has been certified and is laid off prior to completion of the probation period, he shall be placed on the preferred eligible list and shall upon re-certification be required to complete the probation period.

C.S.C. Adopted: 12/16/75  
Revised: 04/22/80



City of Detroit  
NOTIFICATION OF PROBATION

Length of Probation <input checked="" type="checkbox"/> 3 Months <input type="checkbox"/> 6 Months		Final Probation Due <u>June 10, 2008</u>	
Name: <u>Bridget Muriel</u>		Pension No.:	
Title: <u>Senior Personnel &amp; Payroll Clerk</u>		Soc. Sec. No. <u>XXXXXXXXXX</u>	
Department/Division: <u>Police / Payroll</u>		Supervisor: <u>Jr OC Obay-Young</u>	
<p><b>TO THE EMPLOYEE</b></p> <p>You have been hired to the position indicated above, subject to the specified probation period. During this period your performance will be evaluated to determine whether or not you should be given permanent status in this position. Normally, the first evaluation will take place about halfway through the probation period. The final evaluation will occur shortly before the probation period expires. Based on this final evaluation, the decision will be made to grant you permanent status, extend the probation period, revert you to your last prior status, or terminate employment. However, your employment may be terminated for cause at any time during the probation period.</p> <p>The general factors used to evaluate employees are listed on the back of the sheet. Your supervisor will discuss with you the specific duties and responsibilities of the position. These duties and responsibilities of the position. These duties and responsibilities will depend on the needs of the department and the specific assignment. These duties are subject to change. You will be expected to perform any duty which is reasonable and either stated specifically or implied in the job specification for your position.</p> <p><b>EMPLOYEE CERTIFICATION</b></p> <p>I understand that my status in this position is that of a probationary employee and that in order to qualify for permanent status I must demonstrate an acceptable level of work performance during the probation period. I have read the general factors on which I will be evaluated and have discussed the specific duties and responsibilities of the assignment with my supervisor. I understand what is expected of me and realize that these duties and responsibilities are subject to change. Further, I understand that I will be expected to perform any duty that is reasonable and either stated specifically or implied in the job specification for my position.</p> <p>Signature <u>Bridget Muriel</u> Date <u>05-20-08</u></p>			
<p><b>TO THE SUPERVISOR</b></p> <p>This form notifies the employee of the length and type of the probation period. It also gives the employee a statement of the general factors that will be considered in evaluating the employee for permanent status. It is your responsibility to insure that the employee knows and understands the specific duties of the assignment and the level of performance is expected. Take time to explain fully the assignment to the employee and answer any question as clearly as possible.</p> <p><b>SUPERVISOR CERTIFICATION</b></p> <p>I have discussed the specific duties and responsibilities of the assignment with the employee. I feel that the employee has a reasonable understanding of the level of work performance expected in order to qualify for permanent status in this position.</p> <p>Signature <u>Robert Lewis</u> Date <u>5-20-08</u></p>			

CC: Employee Services Specialist  
Employee

Notice of Probation  
Effective: 05/11/2008

City of Detroit, copyright. All rights reserved.  
P. 3

FORM 9037  
Rev 4

20/10 3040

1400 TORVAE 30104

ETIC99E1CT AF:CT 0007 167 160

CERT DATE: 4-29-02  
RECE DATE: 4-29-02

# DATABASE

JUN 5 PM 12:44

6

City of Detroit  
Recommendation on Permanent Status  
Final Probation/Trial Period Report

aw

Length of Probation 3 Months					
Name <u>Bridget Murriel</u> ✓	Soc. Sec. NO. <u>38268/9535</u> ✓	Certification Date _____			
Department <u>Police</u> ✓	Division <u>Payroll</u>	Title <u>Senior Personnel &amp; Payroll Clerk</u> ✓			
Date of Final Probation Due <u>June 10, 2008</u>	Date Hired or Status Change Effective Date <u>March 10, 2008</u>				
Note: Failure by the Department to submit a timely probation report will result in the employee gaining permanent status by default.					
WORK PERFORMANCE					
Overall Ability to Perform Quality of Work Quantity of Work	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Knowledge and Skills a. Technical Knowledge b. Practical Skills c. Ability to Learn	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Work Behavior Supervisory Abilities, if appropriate	E M N U <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Attendance and Tardiness Record Dates: From _____ To _____					
TOTAL DAYS ABSENT = _____ Paid S/L _____ Abs./No Pay _____ Dept. Lv. _____					
_____ AWOL _____ Occupational Injury _____ Funeral Lv. _____					
TOTAL TIMES TARDY = _____ Beginning of Shift _____ Return from Lunch _____					
<input checked="" type="checkbox"/> Satisfactory <u>aw</u>					
<input type="checkbox"/> Needs Improvement					
<input type="checkbox"/> Unsatisfactory					
Explain all exceeds expectations and unsatisfactory ratings. Be specific.					
<u>ADDITIONAL EXPERIENCE ON LUMP SUMS</u> <u>LEAVE OF ABSENCE</u> <u>SUSPENSIONS</u> <u>INACTIVE UNIT (1105)</u>					
DEPARTMENTAL RECOMMENDATION					
PERMANENT STATUS _____					
EXTENSION OF PROBATION*: Length of desired extension <u>90 days</u> (See form instructions for limitations on extensions) <u>3 months</u>					
SEPARATION Date _____					
Return Employee to previous status of _____					
Effective Date: _____					
Rated by <u>Dolores Lewis</u> Title <u>Admin Specialist 2</u> Date <u>6-4-08</u>					
Reviewed by <u>Angela Bray-Young</u> Title <u>3rd Deputy Chief</u> Date <u>6/4/08</u>					
Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.					
Employee Signature <u>Refuse to Sign</u> Date <u>06-04-08</u>					
Human Resources					
<input checked="" type="checkbox"/> Concur with Departmental Recommendation					
<input type="checkbox"/> Automatic Affirmation: Received too late (default)					
By <u>Karen</u> Date <u>6/5/08</u>					
Entered into PPS Date _____					
Human Resources Approval _____ Date _____					

Approved by Authority  
of the HR Director

City of Detroit, copyright. All rights reserved.

CRIT DATE: 4-29-02  
HIRE DATE: 4-29-02

@ 44

66

# DATABASE

## City of Detroit Recommendation on Permanent Status Final Probation/Trial Period Report

Length of Probation 3 Months	
Name <u>Bridget Murriel</u> ✓	Soc. Sec. NO. <u>382/68/9535</u> ✓
Department <u>Police</u> ✓	Division <u>Payroll</u>
Date of Final Probation Due <u>June 10, 2008</u>	Title <u>Senior Personnel &amp; Payroll Clerk</u> ✓
Date Hired or Status Change Effective Date <u>March 10, 2008</u>	

Note: Failure by the Department to submit a timely probation report will result in the employee gaining permanent status by default.

### WORK PERFORMANCE

Overall Ability to Perform	E M N U	Knowledge and Skills	E M N U	Work Behavior	E M N U
Quality of Work	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	a. Technical Knowledge	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Supervisory Abilities, if appropriate	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Quantity of Work	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	b. Practical Skills	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>		
		c. Ability to Learn	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		

Attendance and Tardiness Record Dates: From _____ To _____	
TOTAL DAYS ABSENT = _____	Paid S/L _____ Abs./No Pay _____ Dept. Lv. _____
_____ AWOL _____	Occupational Injury _____ Funeral Lv. _____
TOTAL TIMES TARDY = <u>1</u> Beginning of Shift _____ Return from Lunch _____	

☒ Satisfactory aw  
☐ Needs Improvement  
☐ Unsatisfactory

Explain all exceeds expectations and unsatisfactory ratings. Be specific.

ADDITIONAL EXPERIENCE ON LUMP SUMS  
LEAVE AT ABSENCE  
SUSPENSIONS  
INACTIVE UNIT (1105)

### DEPARTMENTAL RECOMMENDATION

PERMANENT STATUS _____	EXTENSION OF PROBATION*: Length of desired extension <u>90 Days</u> (See form instructions for limitations on extensions) <u>1000 done 7/16/08 aw</u>
SEPARATION Date _____	Notify labor organization, if applicable
	<input checked="" type="checkbox"/> Return Employee to previous status of <u>PP &amp; PERK @ HR</u>
	Effective Date: <u>7-14-08</u>

Rated by <u>Debra Lewis</u>	Title <u>Admin Specialist 2</u>	Date <u>6-4-08</u>
Reviewed by <u>Angela Bey-Freung</u>	Title <u>3rd Deputy Chief</u>	Date <u>6/4/08</u>

Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.

Employee Signature <u>Refuse to Sign</u>	Date <u>06-04-08</u>
--	----------------------

Human Resources	
<input checked="" type="checkbox"/> Concur with Departmental Recommendation	<input type="checkbox"/> Other _____
<input type="checkbox"/> Automatic Affirmation: Received too late (default)	By _____ Date _____
Human Resources Approval <u>[Signature]</u> Date <u>7/9/08</u>	<input type="checkbox"/> Entered into PPS Date _____

Approved by Authority  
of the HR Director 6

City of Detroit, copyright. All rights reserved.

JUL 21 2008



*My Copy*

City of Detroit - Human Resources  
Employee Services Division -  
Coleman A. Young Municipal Center  
318 Woodward Avenue - Suite 318  
Detroit, Michigan 48226  
Phone: (313) 224-3723  
Fax: (313) 224-3609  
www.ci.detroit.mi.us

July 11, 2008

Bridget Muriel  
3324 Hogarth  
Detroit, MI 48208

Dear Ms. Muriel:

**RE: PROBATIONARY REVERSION**

Your performance did not meet the expected standards for the classification of Sr. Personnel & Payroll Clerk.

You are being reverted to your previous position of Personnel & Payroll Clerk effective Monday, July 14, 2008.

Please report to the Human Resources Department, Room 318 in the Coleman A. Young Municipal Center on Monday, July 14, 2008 at 8:30 A.M.

If you have any questions, please contact my office 313-224-3730 or your Human Resources Consultant, Brandi Richmond at 313-224-3725.

Sincerely,

*Renee Laster*

RENEE LASTER  
Human Resources Consultant  
Employee Services Division

cc: Brandi Richmond - HRC  
Lawana Ducker - Director Police Personnel  
Angela Obay-Young - Police Payroll  
AFSCME Local 1023  
File

ht

**Mission Statement:** To plan, develop and deliver human resources services in partnership with City departments and agencies, to provide all employees with high quality and timely services to residents, visitors and businesses.

Rivera M. Nijarova, Mayor



CITY OF DETROIT  
HUMAN RESOURCES DEPARTMENT  
Hearings & Policy Development Division

COLEMAN A. YOUNG MUNICIPAL CENTER  
3 WOODWARD AVE., SUITE 310  
DETROIT, MICHIGAN 48226  
PHONE (313) 224-3160  
FAX (313) 224-9414

Via Email and Hard Copy

December 9, 2008

Ms. Bridget Murriel  
Human Resources Department  
Payroll Division  
507 Coleman A. Young Municipal Center  
Detroit, MI 48226

**RE: Demoted for No Reason - Email request -Hearings & Policy Non-Union  
Grievance**

Ms. Murriel:

I am in receipt of your email of December 9, 2008. The Hearings & Policy Unit of HR has responsibility for grievances filed pursuant to Human Resources Department Rule 17. Upon receipt of your request for assistance, I attempted to assemble the pertinent information so I could provide an informed response.

A review of HR documents indicates:

- o On or about March 10, 2008, pursuant to a Status Change effective this date, you were named a Senior Personnel & Payroll Clerk;
- o On or about March 20, 2008, you signed a Notification of Probation advising you of a three (3) month probationary period for the Senior Personnel & Payroll Clerk position. Additionally, the Notification advises that a final evaluation will be made prior to either granting you permanent status, extending your probation or reverting you to your last prior status;
- o On or about June 4, 2008, the Police Department recommended an extension of your probation;
- o You were notified on July 9, 2008 that you would be reverted effective July 14, 2008;
- o On or about July 11, 2008, you were notified of your probationary reversion.

Kenneth V. Cockrel, Jr., Mayor

The position in questions is subject to the collective bargaining agreement with AFSCME. The Master AFSCME Agreement provides in pertinent part:

- Section 9(b) – any grievance under this Agreement which is not filed in writing within twenty (20) working days after the grievance arises shall not be considered a grievance.

NOTE: In your email you reference filing a grievance with you Union Representatives. You did not relay the status of your union grievance; however, assuming it was filed timely, that would be your avenue of recourse.

Human Resources Department Rules 17 provides the process and procedures for Employee Grievances. Rule 17 provides in pertinent part:

Section 3 (e) A classified employee covered by a collective bargaining contract containing a grievance procedure providing for a final and enforceable resolution of a grievance shall, unless the contract calls for a specific and exclusive procedure, elect at the outset in accordance with 3(f) of this section to use either the commission procedure or the contract procedure, but may not use both.

NOTE:

- (1) In your email, you indicate you have filed a grievance with your union reps, therefore you are not able to elect at the outset to use the commission procedure. You have already initiated the union procedure and the rule is clear you may not use both.
- (2) The AFSCME Master agreement provides in Section 9(f) that the grievance procedure contained in this Agreement shall be the exclusive grievance procedure for all members of the bargaining unit. Again the reference set forth above clearly provides that HR Rule 17 is not available if the contract provides the contractual grievance is an exclusive procedure.

Therefore, for the reasons set forth in the letter, it does not appear that I am your last resort. You may pursue the union grievance as mentioned in your email. However, having initiated that process, you may not file a concurrent non-union grievance pursuant to Rule 17.

If any of the status change, probationary and reversionary information is factually incorrect, please advise and provide supporting documentation. I am not commenting on the assessment of your job performance as I have no personal knowledge other than the factors as set forth in the probationary and reversion documents. I am more than willing to revisit my analysis if I am not correctly reciting the facts.

As always, if you have any additional questions, please feel free to contact me.

Sincerely,

  
Brenda E. Braceful  
Manager I- Hearings & Policy Division

cc: Kimberly Hall, General Manager  
Renee Laster, HR Consultant  
File

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/4/2010 5:21 PM  
**Subject:** Re: Fwd: newhireltr.doc - FYI

Ms. Cheatom,

I was employed at Police Payroll from 04/27/02 - 07/31/05 before I was laid off. I was nominated employee of the quarter for the period of October 1, 2002 - December 31, 2002. I'm processing payroll currently the same as a Senior. I designed and computerized File Maintenance for Police Payroll not Vicki Rice-Parker. Someone is lying and it is not me. I know everything about Police Payroll. Ask to see my processed work at Police Payroll and it will tell you the truth. I did an excellent job considering I was never paid Out-of-Class for my work at Police Payroll. I can prove it was a lie.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> BENITA CHEATOM 11/4/2010 3:15 PM >>>  
Ms. Murriel,

Per the attached, you were returned to the Personnel & Payroll Clerk title because you did not successfully complete the probation period for the title Sr. Personnel & Payroll Clerk at the Police Department.

>>> Gail Oxendine 11/4/2010 1:46 PM >>>  
Bridget,

Please contact Benita Cheatom regarding this matter. I'm sure the grounds for reversion related to your return to HR.

>>> Bridget Murriel 11/4/2010 12:33 PM >>>  
Gail,

I was reverted back to a Personnel & Payroll Clerk for no reason.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor



>>> Gail Oxendine 11/4/2010 11:54 AM >>>  
Bridget,

What is this and why have you sent this to me?

Gail A. Oxendine, Human Resources Director  
City of Detroit - Human Resources Department  
316 Coleman A. Young Municipal Ctr.  
Two Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-1345  
Fax: 313-224-1750  
Email: [oxendineg@detroitmi.gov](mailto:oxendineg@detroitmi.gov)

Dave Bing, Mayor

>>> Bridget Murriel 11/4/2010 10:20 AM >>>  
Good Morning HR,

Please Review Attachment!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

>>> Renee Laster 3/6/2008 10:14 AM >>>  
Reporting information for Monday, 3/10/08.

Renee Laster  
Human Resources Consultant  
Employee Services Division  
Coleman A. Young Municipal Ctr.  
Room 316  
313-224-3730 Phone  
313-224-5609 Fax

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/4/2010 5:35 PM  
**Subject:** Re: Fwd: newhireltr.doc - FYI

Ms. Cheatom,

I was setup by management. Angela Obey-Young had no intentions of passing my probation. I over heard Angela Obey-Young telling Ester Ramos that she was not going to pass my probation and she could not wait to tell me I did not pass my probation.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> Bridget Murriel 11/4/2010 5:21 PM >>>  
 Ms. Cheatom,

I was employed at Police Payroll from 04/27/02 - 07/31/05 before I was laid off. I was nominated employee of the quarter for the period of October 1, 2002 - December 31, 2002. I'm processing payroll currently the same as a Senior. I designed and computerized File Maintenance for Police Payroll not Vicki Rice-Parker. Someone is lying and it is not me. I know everything about Police Payroll. Ask to see my processed work at Police Payroll and it will tell you the truth. I did an excellent job considering I was never paid Out-of-Class for my work at Police Payroll. I can prove it was a lie.

Human Resource Payroll

Bridget L. Murriel  
 Payroll & Personnel Clerk  
 City of Detroit - Payroll Department  
 Suite# 628  
 Coleman A. Young Municipal Ctr.  
 2 Woodward Avenue  
 Detroit, Michigan 48226  
 Office: 313-224-3940  
 Fax: 313-628-0771  
 Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> BENITA CHEATOM 11/4/2010 3:15 PM >>>  
 Ms. Muriel,

Per the attached, you were returned to the Personnel & Payroll Clerk title because you did not successfully complete the probation period for the title Sr. Personnel & Payroll Clerk at the Police Department.

>>> Gail Oxendine 11/4/2010 1:46 PM >>>  
 Bridget,

Please contact Benita Cheatom regarding this matter. I'm sure the grounds for reversion related to your return to HR.

>>> Bridget Murriel 11/4/2010 12:33 PM >>>  
Gail,

I was reverted back to a Personnel & Payroll Clerk for no reason.

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

>>> Gail Oxendine 11/4/2010 11:54 AM >>>  
Bridget,

What is this and why have you sent this to me?

Gail A. Oxendine, Human Resources Director  
City of Detroit - Human Resources Department  
316 Coleman A. Young Municipal Ctr.  
Two Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-1345  
Fax: 313-224-1750  
Email: [oxendineg@detroitmi.gov](mailto:oxendineg@detroitmi.gov)

Dave Bing, Mayor

>>> Bridget Murriel 11/4/2010 10:20 AM >>>  
Good Morning HR,

Please Review Attachment!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor

>>> Renee Laster 3/6/2008 10:14 AM >>>  
Reporting Information for Monday, 3/10/08.

Renee Laster  
Human Resources Consultant

Employee Services Division  
Coleman A. Young Municipal Ctr.  
Room 316  
313-224-3730 Phone  
313-224-5609 Fax

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/5/2010 10:57 AM  
**Subject:** Disrespected

Ms. Cheatom,

I am being disrespected because of this lie by Supervisors and Co-workers.

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: BriMur@detroitmi.gov

Dave Bling, Mayor

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/10/2010 10:35 AM  
**Subject:** Bridget Murriel

Good Morning Ms. Cheatom,

I am very disappointed of how one person can tell a lie on a person ,and everyone believed what she said, without any investigation. Renee Laster knew I worked at Police Payroll for three years, and 3 months before Angela O'bey-Young laid me off because of her on personal reasons. In order to be nominated for something you have to do something to help the department. Why would management of Police Payroll nominate me "Employee of the Quarter"???? I know how to process Police Payroll very well. No one else was nominated. I need answers to why no one asked me questions of why I did not sign the evaluation document. This has been a one sided scenario from the beginning of the lie. One of the GOD's commandments is "Thou shall not bare false witness against thy neighbor". I guess Angela O'bey-Young is unaware of this commandment and others who follow her lie she told against me. My career is damaged from this lie Angela O'bey-Young told against me.

P.S. Ms. Cheatom please help me resolve this lie!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: BriMur@detroitmi.gov

Dave Bing, Mayor

**From:** Bridget Murriel  
**To:** CHEATOM, BENITA  
**Date:** 11/12/2010 9:29 AM  
**Subject:** Re: Bridget Murriel

**CC:** Mayor, Mayor  
Ms. Cheatom,

I filed a grievance with all three unions I was employed at the time. I brought it to everyone's attention and nothing was done about her lying on me. I am trying to resolve this matter with current management. I have in writing from Angela O-bey Young of what a great employee I am. I am being harassed by Bobbie Jo Wright. She constantly tries to write me up for no reason. I took the test twice and passed their are employees who are Seniors and did not pass the test. What can you do for me now? I am tired of Bobbie Jo Wright disrespecting me and trying to write me up for no reason. Maybe I have to pursue legal help outside the city to resolve unethical business practices.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: BriMur@detroitmi.gov

Dave Bing, Mayor

>>> BENITA CHEATOM 11/10/2010 7:29 PM >>>  
Good evening Ms. Muriel,

There is nothing that I can do about your having been reverted during your probation period for Senior P & P at DPD. The Probation Evaluation form contains the following statement pertaining to your signature and resolution options that were available to you:

Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.

Please note that the time limit for filing a grievance about this matter expired over 2 years ago.

>>> Bridget Murriel 11/10/2010 10:35 AM >>>  
Good Morning Ms. Cheatom,

I am very disappointed of how one person can tell a lie on a person, and everyone believed what she said, without any investigation. Renee Laster knew I worked at Police Payroll for three years, and 3 months before Angela O'bey-Young laid me off because of her on personal reasons. In order to be nominated for something you have to do something to help the department. Why would management of Police Payroll nominate me "Employee of the Quarter"???? I know how to process Police Payroll very well. No one else was nominated. I need answers to why no one asked me questions of why I did not sign the evaluation document. This has been a one sided scenario from the beginning of the lie. One of the GOD's commandments is "Thou shall not bare false witness against thy neighbor". I guess Angela O'bey-Young is unaware of this commandment and others who follow her lie she told against me. My career is damaged from this lie Angela O'bey-Young told against me.

P.S. Ms. Cheatom please help me resolve this lie!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Suite# 628  
Coleman A. Young Municipal Ctr.  
2 Woodward Avenue  
Detroit, Michigan 48226  
Office: 313-224-3940  
Fax: 313-628-0771  
Email: [BriMur@detroitmi.gov](mailto:BriMur@detroitmi.gov)

Dave Bing, Mayor



## **HUMAN RESOURCES DEPARTMENT**

### **RULE 7**

#### **PROBATION PERIODS**

##### **Section 1. Nature of Probation Period**

Probationary periods construed as "working test" periods are required in selection and placement processes to supplement other evaluations to determine whether an employee fully meets the performance and entrance qualifications for the classification in which employed.

##### **Section 2. Employment Requiring Probation Period**

Probationary periods are required:

- a. In all cases of initial certified hire to the classified service.
- b. In all cases of promotion in the classified service.
- c. In all cases of transfer, transfer-promotion or transfer-demotion, including all cases of transfer between departments.
- d. In all instances of reinstatement to the classified service.
- e. In all instances of certification and employment from a preferred re-employment list to a classification different than the re-employment list.

##### **Section 3. Duration of Probation Period**

The period of probation in any classification shall commence immediately upon date of hire or the effective date of a change in status, but may not be prior to the employee's assumption of the duties.

- a. For the following classifications, the probation period shall be six months: all supervisory, administrative, professional, technical and trainee classifications.
- b. For all other classifications in which employment is on a full-time basis for three months or more the probation period shall be three months.
- c. Exceptions to (a) and (b) above may be established by action of the

Human Resources Director and may be requested by the head of the employing department.

#### **Section 4. Probation Reports**

- a. Probation report forms shall be provided to departments by the Human Resources Department.
- b. At such times during the probation period and in such manner as the Human Resources Department may require, the department head or his designated representative shall report to the Human Resources Department evaluations of the employee's work performance and qualifications for the classification in which employed.
- c. Probation reports shall be reviewed with the employee prior to the expiration of the probation period. Such reports must be received by the Human Resources Department no later than 15 days following the expiration of the probation period.
- d. An employee subject to a probation period, either upon initial hire or status change, shall be deemed as having acquired regular status in the classification in which employed upon the expiration of the probation period unless the employing department, on a timely basis, submits a report of unsatisfactory performance or requests an extension of the probation period.

#### **Section 5. Extension of Probation Period**

A probation period may, upon departmental request, be extended once for an interval not to exceed the length of the initial period provided that written reasons acceptable to and approved by the Human Resources Department are provided by the employing department.

#### **Section 6. Termination of Probation**

##### **a. Initial Hire:**

1. At any time during an employee's initial hire probation period, a department head or his designated representative may recommend the discharge of the employee if observed performance is such that the employee appears to be unable, unwilling or unqualified to perform the duties of the classification in which employed or that the employee's habits and dependability do not merit continuance

of the employee in City service. Such recommendation must be supported by written reasons.

2. At the time of the recommendation to discharge, the department may remove the probationary employee from employment by suspension pending action on the recommendation to discharge. If the recommendation is approved by the Human Resources Director, the department may proceed to discharge the employee.

b. Promotions, Transfers, etc.

1. The employing department shall report its evaluation of the departmental recommendation as to the retention of the employee or the reversion of the employee to the employee's last prior status.

Unless the Human Resources Director finds that a department recommendation for reversion in status is not warranted, and so notifies the employing department, the employee shall revert to the employee's last prior status effective as of the date the employee is so reassigned.

2. No employee serving a probation period as a condition to a status change may be discharged except for reasons which would have been grounds for discharge in the position held previous to the status change.

**Section 7. Additional Provisions on Probation Periods**

- a. All employees must satisfactorily complete the probationary period required for the classification in which employed, to be considered eligible for promotion or transfer to any other classification.
- b. Where an employee has been certified and is laid off prior to completion of the probation period, he shall be placed on the preferred eligible list and shall upon re-certification be required to complete the probation period.

C.S.C. Adopted: 12/16/75  
Revised: 04/22/80

**INTER-OFFICE MEMORANDUM  
HUMAN RESOURCES BUREAU**

Date November 25, 2014
---------------------------

**To:** Bridget Murriel, Personnel and Payroll Records System Clerk

**From:** Gail A. Oxendine, Director of Police Personnel

**Subject:** **Reversion from Senior Personnel and Payroll Clerk to Personnel and Payroll Clerk – July 14, 2008**

You have made several inquiries since 2008 with respect to your reversion as referenced above. You have indicated that you were reverted in error, and that you passed your probationary period as a Senior Personnel and Payroll Clerk. Upon review of your personnel files, and the documents you have submitted, below is a summary of the facts, my findings and decision.

**Summary of Events**

- You were transferred-promoted to Senior Personnel and Payroll Clerk at the Police Department on March 10, 2008.
- On March 20, 2008, you were issued a Notification of Probation by your supervisor, Odessa Lewis. Your initial probation trial period was March 10, 2008 – June 10, 2008. The Notification of Probation (which you signed), indicates the following: "I understand that my status in this position is that of a probationary employee and that in order to qualify for permanent status, I must demonstrate an acceptable level of work performance during the probation period." Also, the notification states, "... Based on the final evaluation, the decision will be made to grant you permanent status, extend the probation period, revert you to your last prior status, or terminate employment."
- On June 4, 2008, your probation was extended for 90 to enable you to gain additional experience with the payment of lump sums, processing suspensions and leaves of absence, and processing inactive employees. The extended probationary period was June 10, 2008 – September 10, 2008. It is noted on the form that you refused to sign the Probation Trial Period Report. Your refusal to sign, however, did not negate your probation being recommended for extension by your immediate supervisor, approved by the division manager and approved by the Central Human Resources Director.
- On July 11, 2008, you were notified that you were being reverted to your previous status as a Personnel and Payroll Clerk effective July 14, 2008. This transaction was again recommended by your immediate supervisor, approved by the division manager, and approved by the Central Human Resources Director. It is noted that you refused to sign the Final Probation Report. However, again, your refusal did not negate the approval of the reversion. It should also be noted, that on the Final Probation Report, there is an Employee Certification statement which reads, "I understand that my signature does not imply agreement with this evaluation. I also

understand that I may submit a statement of explanation to be included along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me." Your file does not contain any record of your filing a grievance with AFSCME, or any written statement with respect to your disagreement with the decision of reversion.


- On December 9, 2008, you sent an email to the Hearings and Policy Division of the Human Resources Department with respect to the reversion. Ms. Brenda Braceful, Hearings and Policy Manager provided a three page response to your inquiry. Her response indicated that you said you filed a grievance with your union regarding this matter and she advised that you continue this path, as you were not eligible to file a grievance as set forth in Human Resources Department Rule 17 – Employee Grievances. In 2008, the AFSCME labor agreement provided that the grievance procedure contained within the labor agreement "shall be the exclusive grievance procedure for all members of the bargaining unit."
- On November 4, 2010, you contacted me, Gail A. Oxendine, who was then, the Human Resources (HR) Director for the City of Detroit. I referred you to the HR Manager for the HR Department, Ms. Benita Cheatom.
- On November 4, 2010 you contacted Ms. Benita Cheatom, HR Manager, regarding this same matter. Several emails were exchanged between you and Ms. Cheatom regarding this matter. Ms. Cheatom indicated there was nothing that could be done about this issue since you had been reverted to the Human Resources Department from Police two years prior. She indicated that the time limit for filing a grievance had expired two years prior. She also brought to your attention the Employee Certification statement on the final trial report as referenced earlier. You indicated you had filed grievances with three unions and that your prior Police supervisors lied about your performance.
- November, 2014, you again have made inquiries to Crystal Perkins, Business Analyst, Police HR, and to me, Gail A. Oxendine, Director of Police Personnel. However, you have not provided any additional information than what was provided in 2008 and 2010.

#### Findings

- You were duly informed of your initial probationary period of 90 days. Your probationary period was recommended and approved for extension for an additional 90 days, in accordance with HR Rule 7 – Probation Periods and the AFSCME Labor Agreement.
- Prior to the end of the probation extension, you were recommended and approved for reversion to your prior classification and department. You were duly informed of the reversion.
- Although you indicated you filed grievances with three unions, you have NOT provided the final disposition of the grievance(s), nor is there any record in your personnel files with respect to a grievance being filed.

- There is no written record submitted by you, in June or July 2008, of your disagreement with the decision to extend your probation, or to revert to your previous classification. The first written notification of your disagreement was in December 2008, which was beyond the time period in which the AFSCME labor agreement provided for filing grievances.
- You have requested this matter be examined on at least three different occasions during the past 6 ½ years. You have been informed on each occasion, the rationale for reversion, and that there is nothing further the City of Detroit can do regarding this matter.

Given the above, your reversion from Senior Personnel and Payroll Clerk to Personnel and Payroll Clerk effective July 14, 2008, was proper, in accordance with Human Resources Rules, and is upheld. Please note that no further consideration will be given in this matter. **This matter is considered permanently closed.** Any further communication regarding this matter will not be addressed.



**GAIL A. OXENDINE**  
Director of Police Personnel

## **EXHIBIT 2**

B10 (Official Form 10) (04/13) (Modified)

<b>UNITED STATES BANKRUPTCY COURT</b>		<b>EASTERN DISTRICT of MICHIGAN</b>		<b>CHAPTER 9 PROOF OF CLAIM</b>	
Name of Debtor: <b>City of Detroit, Michigan</b>			Case Number: <b>13-53846</b>		
NOTE: Do not use this form to make a claim for an administrative expense that arises after the bankruptcy filing.					
Name of Creditor (the person or other entity to whom the debtor owes money or property): <b>Bridget Murriel</b>					
Name and address where notices should be sent: <b>Bridget Murriel 3324 Hogarth Detroit, MI 48206</b>				<div style="text-align: center;">COURT USE ONLY</div> <input type="checkbox"/> Check this box if this claim amends a previously filed claim. Court Claim Number: <b>(If known)</b> Filed on: <b>DEC 3 4 2014</b> <div style="font-size: 2em; font-weight: bold; transform: rotate(-90deg); position: absolute; right: -50px; top: 50%;">FILED</div>	
Telephone number: <b>313-894-1524</b> email: <b>bmurriel@att.net</b>					
Name and address where payment should be sent (if different from above):				<input type="checkbox"/> Check this box if you are aware that anyone else has filed a proof of claim relating to this claim. Attach copy of statement giving particulars.	
Telephone number:				email:	
<b>1. Amount of Claim as of Date Case Filed:</b> \$ _____ <i>The court will decide my compensation.</i> If all or part of the claim is secured, complete item 4. If all or part of the claim is entitled to priority, complete item 5. <input type="checkbox"/> Check this box if the claim includes interest or other charges in addition to the principal amount of the claim. Attach a statement that itemizes interest or charges.					
<b>2. Basis for Claim:</b> <i>Corruption in the Police Human Resources Dept.</i> (See instruction #2) <i>Current additional information attached</i>					
<b>3. Last four digits of any number by which creditor identifies debtor:</b>			<b>3a. Debtor may have scheduled account as:</b> (See instruction #3a)		
<b>4. Secured Claim (See instruction #4)</b> Check the appropriate box if the claim is secured by a lien on property or a right of setoff, attach required redacted documents, and provide the requested information.  Nature of property or right of setoff: <input type="checkbox"/> Real Estate <input type="checkbox"/> Motor Vehicle <input type="checkbox"/> Other Describe:  Value of Property: \$ _____  Annual Interest Rate (when case was filed) _____ % <input type="checkbox"/> Fixed or <input type="checkbox"/> Variable			Amount of arrearage and other charges, as of the time case was filed, included in secured claim, if any: \$ _____  Basis for perfection: _____  Amount of Secured Claim: _____  Amount Unsecured: _____		
<b>5. Amount of Claim Entitled to Priority as an Administrative Expense under 11 U.S.C. §§ 503(b)(9) and 507(a)(2).</b> \$ _____					
<b>5b. Amount of Claim Otherwise Entitled to Priority. Specify Applicable Section of 11 U.S.C. § _____</b> \$ _____					
<b>6. Credits.</b> The amount of all payments on this claim has been credited for the purpose of making this proof of claim. (See instruction #6)					
<b>7. Documents:</b> Attached are redacted copies of any documents that support the claim, such as promissory notes, purchase orders, invoices, itemized statements of running accounts, contracts, judgments, mortgages, security agreements, or, in the case of a claim based on an open-end or revolving consumer credit agreement, a statement providing the information required by FRBP 3001(c)(3)(A). If the claim is secured, box 4 has been completed, and redacted copies of documents providing evidence of perfection of a security interest are attached. (See instruction #7, and the definition of "redacted".) DO NOT SEND ORIGINAL DOCUMENTS. ATTACHED DOCUMENTS MAY BE DESTROYED AFTER SCANNING. If the documents are not available, please explain:					
<b>8. Signature:</b> (See instruction # 8) Check the appropriate box.					
<input checked="" type="checkbox"/> I am the creditor. <input type="checkbox"/> I am the creditor's authorized agent. <input type="checkbox"/> I am the trustee, or the debtor, or their authorized agent. <input type="checkbox"/> I am a guarantor, surety, indorser, or other codebtor. (See Bankruptcy Rule 3005.) (See Bankruptcy Rule 3004.)					
I declare under penalty of perjury that the information provided in this claim is true and correct to the best of my knowledge, information, and reasonable belief.					
Print Name: <b>Bridget Murriel</b> Title: <b>Personnel &amp; Payroll Clerk</b> Company: <b>City of Detroit</b> Address and telephone number (if different from notice address above): _____ <div style="display: flex; justify-content: space-between;"> <span>(Signature) <b>Bridget Murriel</b></span> <span>(Date) <b>11.30.14</b></span> </div>					
Telephone number: <b>248-377-2518</b> email: _____					



Case # 13-53846

City of Detroit  
Recommendation on Permanent Status  
Final Probation/Trial Period Report

Length of Probation 3 Months		0	
Name <u>Bridget Murrie</u>		Soc. Sec. NO <u>[REDACTED]</u>	Certification Date
Department <u>Police</u>		Division <u>Payroll</u>	Title <u>Senior Personnel &amp; Payroll Clerk</u>
Date of Final Probation Due <u>June 10, 2008</u>		Date Hired or Status Change Effective Date <u>March 10, 2008</u>	
Notes: Failure by the Department to submit a timely probation report will result in the employee gaining permanent status by default.			
WORK PERFORMANCE			
Overall Ability to Perform	E M N U	Knowledge and Skills	E M N U
Quality of Work	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	a. Technical Knowledge	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Quantity of Work	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	b. Practical Skills	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
		c. Ability to Learn	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Attendance and Tardiness Record Dates: From _____ To _____		Work Behavior Supervisory Abilities, if appropriate	
TOTAL DAYS ABSENT = _____ Paid SL _____ Abs./No Pay _____ Dept. Lv. _____		<input checked="" type="checkbox"/> Satisfactory (12)	
_____ AWOL _____ Occupational Injury _____ Funeral Lv. _____		<input type="checkbox"/> Needs Improvement	
TOTAL TIMES TARDY = _____ Beginning of Shift _____ Return from Lunch _____		<input type="checkbox"/> Unsatisfactory	
Explain all exceeds expectations and unsatisfactory ratings. Be specific.			
ADDITIONAL EXPERIENCE ON LUMP SUMS LEAVE & ABSENCE		Breach of Contract occurred with this fraud explanation	
SUSPENSIONS			
INACTIVE UNIT (1105)			
PERMANENT STATUS		DEPARTMENTAL RECOMMENDATION	
		<input checked="" type="checkbox"/> EXTENSION OF PROBATION*: Length of desired extension <u>90 Days</u> (See form instructions for limitations on extensions) Notify labor organization, if applicable	
SEPARATION Date _____		<input checked="" type="checkbox"/> Return Employee to previous status of <u>PTP CLERK</u> Effective Date: <u>7-14-08</u>	
Rated by <u>Deborah Lewis</u>		Title <u>Adm. Specialist 2</u> Date <u>6-4-08</u>	
Reviewed by <u>Angela Perry</u>		Title <u>3rd Deputy Chief</u> Date <u>6/4/08</u>	
Employee Certification: I understand that my signature does not imply agreement with this evaluation. I also understand that I may submit a statement of explanation to be included, along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me.			
Employee Signature <u>Rafael to Sign</u>		Date <u>06-04-08</u>	
Human Resources			
<input checked="" type="checkbox"/> Concur with Departmental Recommendation		<input type="checkbox"/> Other _____	
<input type="checkbox"/> Automatic Affirmation: Received too late (default)		By _____ Date _____	
Human Resources Approval _____		<input type="checkbox"/> Entered into PPS Date _____	

City of Detroit, copyright. All rights reserved.

Probation/Trial Period Evaluation  
Effective 12/02/02

pg. 4

FORM 9035  
Rev 10

100 0004

NOTIFICATION OF PROBATION

E11E99E1E1-0013

0017:28

0002-72-70

PWA10000

City of Detroit  
NOTIFICATION OF PROBATION

Length of Probation <input checked="" type="checkbox"/> 3 Months <input type="checkbox"/> 6 Months		Final Probation Due <u>June 10, 2008</u>
Name: <u>Bridget Muriel</u>	Pension No.:	
Title: <u>Senior Personnel &amp; Payroll Clerk</u>	Soc. Sec. No. <u>[REDACTED]</u>	
Department/Division: <u>Police / Payroll</u>	Supervisor: <u>3<sup>rd</sup> DC Obey-Young</u>	
<p><b>TO THE EMPLOYEE</b></p> <p>You have been hired to the position indicated above, subject to the specified probation period. During this period your performance will be evaluated to determine whether or not you should be given permanent status in this position. Normally, the first evaluation will take place about halfway through the probation period. The final evaluation will occur shortly before the probation period expires. Based on this final evaluation, the decision will be made to grant you permanent status, extend the probation period, revert you to your last prior status, or terminate employment. However, your employment may be terminated for cause at any time during the probation period.</p> <p>The general factors used to evaluate employees are listed on the back of the sheet. Your supervisor will discuss with you the specific duties and responsibilities of the position. These duties and responsibilities of the position. These duties and responsibilities will depend on the needs of the department and the specific assignment. These duties are subject to change. You will be expected to perform any duty which is reasonable and either stated specifically or implied in the job specification for your position.</p> <p><b>EMPLOYEE CERTIFICATION</b></p> <p>I understand that my status in this position is that of a probationary employee and that in order to qualify for permanent status I must demonstrate an acceptable level of work performance during the probation period. I have read the general factors on which I will be evaluated and have discussed the specific duties and responsibilities of the assignment with my supervisor. I understand what is expected of me and realize that these duties and responsibilities are subject to change. Further, I will be expected to perform any duty that is reasonable and either stated specifically or implied in the job specification for my position.</p> <p>Signature <u>Bridget Muriel</u> Date <u>05-20-08</u></p>		
<p><b>TO THE SUPERVISOR</b></p> <p>This form notifies the employee of the length and type of the probation period. It is also gives the employee a statement of the general factors that will be considered in evaluating the employee for permanent status. It is your responsibility to insure that the employee knows and understands the specific duties of the assignment and what level of performance is expected. Take time to explain fully the assignment to the employee and answer any questions as clearly as possible.</p> <p><b>SUPERVISOR CERTIFICATION</b></p> <p>I have discussed the specific duties and responsibilities of the assignment with the employee. I feel that the employee has a reasonable understanding of the level of work performance expected in order to qualify for permanent status in this position.</p> <p>Signature <u>[Signature]</u> Date <u>3-20-08</u></p>		

CC: Employee Services Specialist  
Employee

Notice of Probation  
Effective: 05/11/2004

City of Detroit, copyright. All rights reserved.  
PL 3

FORM 9037  
Rev 4

08/18 3504

11035 TOWNAH EDITION

E11E99E1E1

AF:CT 0007 7/27/08

**Breach of Contract -- Fraud Explanation of Work Performance***Case #13-53846*

**From:** Bridget Murriel  
**To:** Gail Oxendine <OxendineG@detroitmi.gov>; Brian Tennille <Brian Tennille>; Crystal Perkins <PerkinsC@detroitmi.gov>; DELIA ENRIGHT <DELIA ENRIGHT>  
**CC:** BJones\_MB@detroitmi.gov <BJones\_MB@detroitmi.gov>  
**BC:**  
**Date:** Sunday - November 30, 2014 1:10 PM  
**Subject:** Breach of Contract -- Fraud Explanation of Work Performance  
**Attachments:** Text.htm; Fwd: Re: Hearing and Policy Investigation Documents Enclosed; City Of Detroit Recommendation on Permanent Status Form.pdf

---

To Whom This May Concern,

Please review attachment! Former Deputy Chief Angela O'bey-Young breached the contract with false accusations stating I need additional experience of Lump Sums, Leave of Absence, Suspensions, and Inactive Unit Status (1105). I know how to process everything she mentioned in her explanation. I designed, and computerized the Lump Sum Payout spreadsheets for Police Payroll Separation Team with the assistant of former contractual ITS employee Elmore Snead. I know everything about using PPS2K (B20), WORKBRAIN, Oracle applications. I am a degreed Computer Programmer, Business Administration, and Accountant with concentration in Payroll. Several co-workers were promoted to Senior Personnel & Payroll Clerks who did not pass the Senior Personnel & Payroll Clerk test. I was told that management used my Senior Personnel & Payroll Clerk to promote a co-worker because the co-worker did not pass the Senior Personnel & Payroll Clerk test in the year of 2002. I was never promoted in the year 2002 as a Senior Personnel & Payroll Clerk. At the time, I was a Personnel & Payroll Clerk at the Police Payroll Department. My City of Detroit Work History can explain the exact dates of my employment with the City of Detroit. My City of Detroit Work History is attached to previous e-mails sent. Please review! If the truth was written on the attached evaluation form, my reversion would not be based upon my work performance. I did not know the City of Detroit support reversions of employees based upon an individual jealousy. If research was properly conducted of my work performance the outcome would be different of your decision Ms. Oxendine on your memo you provided to me via e-mail 11/26/14. I am unclear of the practices of business ethics at the City of Detroit. Did your investigation include Lump Sum Payout spreadsheets that I processed for police employees. I processed Lump Sum Payouts for General City of Detroit employees on PPS2K (B20), and WORKBRAIN from 07/14/08 - 11/18/11 without any problems. Ms. Oxendine please explain, how did I return back to Police Payroll, my work performance is excellent, I am currently at the same level as a Personnel & Payroll Clerk when first employed with the City of Detroit Police Payroll Department performing Senior Personnel & Payroll tasks processing New Hire, Re-Hire, Payroll Adjustments, and Separations tasks with my education background? Ms. Oxendine please explain the difference between processing General City Lump Sum Payouts from Police Lump Sum Payouts? General City has never inform me that I need additional experience processing Lump Sum Payouts, Leave of Absence, Suspensions, and placing employees in Inactive Status (Unit 1105). I have never had a problem processing any payroll tasks.

Sincerely

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor



CITY OF DETROIT  
HUMAN RESOURCES DEPARTMENT  
Hearings & Policy Development Division

Case# 13-53846

COLEMAN A. YOUNG MUNICIPAL CENTER  
2 WOODWARD AVE., SUITE 310  
DETROIT, MICHIGAN 48226  
PHONE (313) 224-3180  
FAX (313) 224-9434

Via Email and Hard Copy

December 9, 2008

Ms. Bridget Murriel  
Human Resources Department  
Payroll Division  
507 Coleman A. Young Municipal Center  
Detroit, MI 48226

**RE: Demoted for No Reason - Email request -Hearings & Policy Non-Union  
Grievance**

Ms. Murriel:

I am in receipt of your email of December 9, 2008. The Hearings & Policy Unit of HR has responsibility for grievances filed pursuant to Human Resources Department Rule 17. Upon receipt of your request for assistance, I attempted to assemble the pertinent information so I could provide an informed response.

A review of HR documents indicates:

- On or about March 10, 2008, pursuant to a Status Change effective this date, you were named a Senior Personnel & Payroll Clerk;
- On or about March 20, 2008, you signed a Notification of Probation advising you of a three (3) month probationary period for the Senior Personnel & Payroll Clerk position. Additionally, the Notification advises that a final evaluation will be made prior to either granting you permanent status, extending your probation or reverting you to your last prior status;
- On or about June 4, 2008, the Police Department recommended an extension of your probation;
- You were notified on July 9, 2008 that you would be reverted effective July 14, 2008;
- On or about July 11, 2008, you were notified of your probationary reversion.

Kenneth V. Cockrel, Jr., Mayor

The position in questions is subject to the collective bargaining agreement with AFSCME. The Master AFSCME Agreement provides in pertinent part:

- Section 9(b) – any grievance under this Agreement which is not filed in writing within twenty (20) working days after the grievance arises shall not be considered a grievance.

NOTE: In your email you reference filing a grievance with you Union Representatives. You did not relay the status of your union grievance; however, assuming it was filed timely, that would be your avenue of recourse.

Human Resources Department Rules 17 provides the process and procedures for Employee Grievances. Rule 17 provides in pertinent part:

Section 3 (e) A classified employee covered by a collective bargaining contract containing a grievance procedure providing for a final and enforceable resolution of a grievance shall, unless the contract calls for a specific and exclusive procedure, elect at the outset in accordance with 3(f) of this section to use either the commission procedure or the contract procedure, but may not use both.

NOTE:


- (1) In your email, you indicate you have filed a grievance with your union reps, therefore you are not able to elect at the outset to use the commission procedure. You have already initiated the union procedure and the rule is clear you may not use both.
- (2) The AFSCME Master agreement provides in Section 9(f) that the grievance procedure contained in this Agreement shall be the exclusive grievance procedure for all members of the bargaining unit. Again the reference set forth above clearly provides that HR Rule 17 is not available if the contract provides the contractual grievance is an exclusive procedure.

Therefore, for the reasons set forth in the letter, it does not appear that I am your last resort. You may pursue the union grievance as mentioned in your email. However, having initiated that process, you may not file a concurrent non-union grievance pursuant to Rule 17.

If any of the status change, probationary and reversionary information is factually incorrect, please advise and provide supporting documentation. I am not commenting on the assessment of your job performance as I have no personal knowledge other than the factors as set forth in the probationary and reversion documents. I am more than willing to revisit my analysis if I am not correctly reciting the facts.

As always, if you have any additional questions, please feel free to contact me.

Sincerely,

  
Brenda E. Braceful  
Manager 1- Hearings & Policy Division

cc: Kimberly Hall, General Manager  
Renee Laster, HR Consultant  
File



*My Copy*  
City of Detroit - Human Resources  
Employee Services Division -  
Community/Customer Services Group  
Coleman A. Young Municipal Center  
2 Woodward Avenue - Suite 316  
Detroit, Michigan 48226  
Phone: (313) 224-3725  
Fax: (313) 224-3689  
www.ci.detroit.mi.us

July 11, 2008

Bridget Muriel  
3324 Hogarth  
Detroit, MI 48208

Dear Ms. Muriel:

**RE: PROBATIONARY REVERSION**

Your performance did not meet the expected standards for the classification of Sr. Personnel & Payroll Clerk.

You are being reverted to your previous position of Personnel & Payroll Clerk effective Monday, July 14, 2008.

Please report to the Human Resources Department, Room 316 in the Coleman A. Young Municipal Center on Monday, July 14, 2008 at 8:30 A.M.

If you have any questions, please contact my office 313-224-3730 or your Human Resources Consultant, Brandi Richmond at 313-224-3725.

Sincerely,

*Renee Laster*  
RENEE LASTER

Human Resources Consultant  
Employee Services Division

cc: Brandi Richmond - HRC  
Lawana Ducker - Director Police Personnel  
Angela Obay-Young - Police Payroll  
AFSCME Local 1023  
File

m

Mission Statement: To plan, develop and deliver human resource services in partnership with City departments and agencies, to enable all employees to provide high quality and timely services to residents, visitors and businesses.

Ronald M. Kirkpatrick, Mayor

# Attachments

3/20/2008                      Notification of Probation

6/4/2008                      Probation Report

7/11/2008                      Probationary Revision

Human Resources rule 17: Employee Grievances

AFSCME Master Agreement – Section 9 Stipulation to the  
Grievance Procedure



CITY OF DETROIT  
PERSONNEL DEPARTMENT  
EMPLOYEE HISTORY FILEDATE 10/03/2014  
PAGE 050677

## EMPLOYEE DESCRIPTION

AGY SOC-SEC NO. EMP STATUS EMPLOYEE NAME  
048 [REDACTED] 01 MURRIEL BRIDGET L  
HOSP. DENT. ADDRESS CITY DETROIT  
MI [REDACTED]  
APPT DATE AUG SEN DATE LAST DAY WRD BANK OUT DATE VET STATUS  
10/22/2003 4/29/2002 0/00/0000 0/00/0000  
ST ZIP TELEPHONE BIRTH DATE SEX RACE PENSION NO  
MI [REDACTED] F 2

## CLASS INFORMATION

CLASS TITLE	CL CODE	TYPE	EFF DATE	APPT	AGY	SPEC	SEQ	ACTION	ACT DATE	FM	FLW	FLW DATE
PERS & PAYROLL CLERK	01-20-25		4/29/2002	01	48		002	HIRE-REGULAR CLASSIFIED	5/04/2002	(FM)	A	7/29/2002
PERS & PAYROLL CLERK	01-20-25		7/29/2005	01	48		003	LAYOFF-LCK OF WRK/LCK OF FND5	8/08/2005	(FM)		0/00/0000
PERS & PAYROLL CLERK	01-20-25		1/22/2007	01	44		004	REHIRE-RETURN FROM LAYOFF	1/26/2007	(FM)		0/00/0000
SR P&P CLERK	01-20-39		3/10/2008	01	48		005	INTERPMNL TRANS-PROM-PERM	4/04/2008	(FM)	A	6/10/2008
SR P&P CLERK	01-20-39		3/10/2008	01	48		006	CHANGE IN FOLLOW UP DATE	6/25/2008	(FM)	C	9/10/2008
PERS & PAYROLL CLERK	01-20-25		7/14/2008	01	44		007	PROB RECOM REVRT TO PRM STATUS	7/25/2008	(FM)		9/10/2008
PERS & PAYROLL CLERK	01-20-25		2/13/2009	01	44		009	TERM-NO TIME OVR 60 DA RXVI 51	2/13/2009	(FM)		0/00/0000
PERS & PAYROLL CLERK	01-20-25		7/16/2012	01	48		011	REHIRE-RETURN FROM LAYOFF	7/27/2012	(FM)		0/00/0000
P&P RECS SYS CLERK	01-20-27		5/16/2014	01	48		012	CHANGE IN BARGAINING UNIT	5/16/2014	(FM)		0/00/0000

## RATE INFORMATION

CLASS CODE	BARG UNIT	RATE EFF	SAL/RATE	COLA	TYPE	SEQ	CLASS CODE	BARG UNIT	RATE EFF	SAL/RATE	COLA	TYPE	SEQ
01-20-25	1410	4/29/2002	23400	.00	NH	001	01-20-25	1410	7/01/2005	28900	.00	SI	011
01-20-25	1410	12/23/2002	23985	.00	SI	002	01-20-25	1370	1/22/2007	28900	.00	RH	012
01-20-25	1410	7/01/2003	24585	.00	SI	003	01-20-39	1410	3/10/2008	31790	.00	PR	013
01-20-25	1410	7/01/2003	25077	.00	GI	004	01-20-25	1370	7/14/2008	30056	.00	PR	014
01-20-25	1410	7/01/2003	26117	.00	GI	005	01-20-25	1370	7/14/2008	30056	.00	PR	015
01-20-25	1410	12/22/2003	26770	.00	SI	006	01-20-25	1370	7/01/2009	30100	.00	GI	016
01-20-25	1410	7/01/2004	27306	.00	GI	007	01-20-25	1410	7/16/2012	30100	.00	RH	017
01-20-25	1410	7/01/2004	27989	.00	SI	008	01-20-25	1410	8/06/2012	27100	.00	GI	018
01-20-25	1410	12/20/2004	28689	.00	SI	009	01-20-27	1370	5/16/2014	27100	.00	PR	019
01-20-25	1410	7/01/2005	28900	.00	SI	010	01-20-27	1370	7/01/2014	28455	.00	GI	020

GROSS PAY INFORMATION				GROSS CETA GROSS			
PAY PER	GROSS	CETA GROSS	PAY PER	GROSS	CETA GROSS	PAY PER	GROSS
B 2013-41	1267.06	.00	B 2014-02	1042.30	.00	B 2014-15	1042.30
B 2013-42	1267.06	.00	B 2014-03	1042.30	.00	B 2014-16	1042.30
B 2013-43	1307.57	.00	B 2014-04	1146.54	.00	B 2014-17	1042.30
B 2013-44	1307.57	.00	B 2014-05	1042.30	.00	B 2014-18	1042.30
B 2013-45	1482.03	.00	B 2014-06	1042.30	.00	B 2014-19	1042.30
B 2013-46	1482.03	.00	B 2014-07	1042.30	.00	B 2014-20	1042.30
B 2013-47	1657.92	.00	B 2014-08	1042.30	.00	B 2014-21	1042.30
B 2013-48	1657.92	.00	B 2014-09	1042.30	.00	B 2014-22	1042.30
B 2013-49	1267.06	.00	B 2014-10	1042.30	.00	B 2014-23	1198.66
B 2013-50	1267.06	.00	B 2014-11	1042.30	.00	B 2014-24	1042.30
B 2013-51	1192.13	.00	B 2014-12	1042.30	.00	B 2014-25	1042.30
B 2013-52	1192.13	.00	B 2014-13	1042.30	.00	B 2014-26	1042.30
B 2014-01	.00	.00	B 2014-14	1042.30	.00	B 2014-27	1042.30

TOTAL GROSS 030242.55 26 WEEK AVERAGE 01163.17 26 WEEK CETA GROSS 00000.00 NO. WEEKS NOT USED 076

DATE 07-15-2008  
PAGE 2515

13-53846-tjt Doc 9781-3 Filed 05/01/15 Entered 05/01/15 14:44:10 Page 12 of 23

**Memo Attached is in violation of the Due Process of Laws***Case# 13-53846*

**From:** Bridget Murriel  
**To:** Gail Oxendine <OxendineG@detroitmi.gov>; Crystal Perkins <PerkinsC@detroitmi.gov>; Brian Tennille <BrianTennille>; DELIA ENRIGHT <DELIA ENRIGHT>  
**CC:** BJones\_MB@detroitmi.gov <BJones\_MB@detroitmi.gov>  
**BC:**  
**Date:** Saturday - November 29, 2014 8:31 AM  
**Subject:** Memo Attached is in violation of the Due Process of Laws  
**Attachments:** Text.htm; Fwd: Re: Hearing and Policy Investigation Documents Enclosed

---

To Whom This May Concern,

Ms. Oxendine the attached memo you submitted to me via e-mail is supporting a breach of contract in my Notice of Probation contract signed by Odessa Lewis and I (Bridget Murriel) on March 20, 2008. My Notice of Probation document was included within the investigation in the findings of the Hearing and Policy Department. A breach of contract has occurred when I did not receive anything in writing about a probation extension after my final probation date 06/10/08 according to my Notice of Probation contract. Ms. Oxendine your memo is in violation of the Due Process of Laws clause. Michigan law defines a contract as a legally binding agreement between two or more competent parties. A breach of contract occurs when a party breaks a contractual promise; a party damaged by a breach of contract may sue in civil court. Michigan law requires a breaching party to pay for losses resulting from a broken contract. A breaching party may also be required to fulfill the bargain exactly as it was made. The extended extension does not exist. I was never informed of a probation extension after 06/10/08. According to my Notice of Probation contract I passed my probation 06/10/08, Ms. Oxendine your memo is illegal, invalid, and unconstitutional according to the Due Process of Laws clause. I am an expert in Computer Science, Business Administration, and Accounting (concentration in payroll). My Notice of Probation contract was breached with false accusations, and has no supporting document in writing to prove false accusations of an extended probation after 06/10/08. The Hearing and Policy investigation did not find any extended probation document after 06/10/08. Ms. Oxendine please provide a copy of the extended probation after 06/10/08 to Chief James Craig, President of City Council Brenda Jones, Civilian Police Union President Delia Enright, and I (Bridget Murriel). Ms. Gail Oxendine you are supporting false claims to a breached contract.

Sincerely

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

**Re: Hearing and Policy Investigation Documents Enclosed***Case # 13-53846*

**From:** Gail Oxendine  
**To:** Murriel, Bridget; Perkins, Crystal  
**CC:** Tennille, Brian; ENRIGHT, DELIA  
**Date:** Wednesday - November 26, 2014 12:12 PM  
**Subject:** Re: Hearing and Policy Investigation Documents Enclosed  
**Attachments:** TEXT.htm; Bridget Murriel - Investigation Findings and Decision 11.25.2014.pdf

---

Ms. Murriel,

Please see the attached investigation findings and my decision, with respect to the issue referenced below. I've been made aware that you have continuously approached HR Bureau staff regarding this issue, both before and after your email to me requesting a review of this concern. The attached decision is final, and therefore, it is expected that effective immediately, you will refrain from communicating with HR Staff on this matter.

Thank you.

Gail A. Oxendine  
Human Resources Director - Police  
City of Detroit - Police Department  
1301 Third Street  
Detroit, Michigan 48226  
Office: 313-596-2730  
Email: oxendineg@detroitmi.gov

Michael Duggan, Mayor

Police Chief James E. Craig's vision:

"The Detroit Police Department is a model of sustained policing excellence that places our neighborhoods and people first."

>>> Bridget Murriel 11/24/2014 1:37 PM >>>  
To Whom This May Concern,

Please review attachments submitted by the Hearing & Policy investigation! I passed my probation period 06/10/08 as stated on my City of Detroit Notification of Probation form. The City of Detroit Notification of Probation form states Length of Probation 3 months, Final Probation Due 06/10/08, and the document is signed by my former Supervisor Odessa Lewis and I (Bridget Murriel) on 03/20/08. I was reverted to Personnel & Payroll Clerk on 07/14/08. My last day worked as a Senior Personnel & Payroll Clerk was 07/11/08. I worked 4 months, and 4 days under the title Senior Personnel & Payroll Clerk at Police Payroll until 07/14/08 when I was reverted back for no sound reason.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk

City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

**INTER-OFFICE MEMORANDUM  
HUMAN RESOURCES BUREAU**

*Case # 13-53846*  
Date  
**November 25, 2014**

**To:** Bridget Murriel, Personnel and Payroll Records System Clerk  
**From:** Gail A. Oxendine, Director of Police Personnel  
**Subject:** **Reversion from Senior Personnel and Payroll Clerk to Personnel and Payroll Clerk – July 14, 2008**

You have made several inquiries since 2008 with respect to your reversion as referenced above. You have indicated that you were reverted in error, and that you passed your probationary period as a Senior Personnel and Payroll Clerk. Upon review of your personnel files, and the documents you have submitted, below is a summary of the facts, my findings and decision.

**Summary of Events**

- You were transferred-promoted to Senior Personnel and Payroll Clerk at the Police Department on March 10, 2008.
- On March 20, 2008, you were issued a Notification of Probation by your supervisor, Odessa Lewis. Your initial probation trial period was March 10, 2008 – June 10, 2008. The Notification of Probation (which you signed), indicates the following: "I understand that my status in this position is that of a probationary employee and that in order to qualify for permanent status, I must demonstrate an acceptable level of work performance during the probation period." Also, the notification states, "... Based on the final evaluation, the decision will be made to grant you permanent status, extend the probation period, revert you to your last prior status, or terminate employment."
- On June 4, 2008, your probation was extended for 90 to enable you to gain additional experience with the payment of lump sums, processing suspensions and leaves of absence, and processing inactive employees. The extended probationary period was June 10, 2008 – September 10, 2008. It is noted on the form that you refused to sign the Probation Trial Period Report. Your refusal to sign, however, did not negate your probation being recommended for extension by your immediate supervisor, approved by the division manager and approved by the Central Human Resources Director.
- On July 11, 2008, you were notified that you were being reverted to your previous status as a Personnel and Payroll Clerk effective July 14, 2008. This transaction was again recommended by your immediate supervisor, approved by the division manager, and approved by the Central Human Resources Director. It is noted that you refused to sign the Final Probation Report. However, again, your refusal did not negate the approval of the reversion. It should also be noted, that on the Final Probation Report, there is an Employee Certification statement which reads, "I understand that my signature does not imply agreement with this evaluation. I also

understand that I may submit a statement of explanation to be included along with this evaluation, in the official record, as well as pursue any avenues of appeal available to me." Your file does not contain any record of your filing a grievance with AFSCME, or any written statement with respect to your disagreement with the decision of reversion.


- On December 9, 2008, you sent an email to the Hearings and Policy Division of the Human Resources Department with respect to the reversion. Ms. Brenda Braceful, Hearings and Policy Manager provided a three page response to your inquiry. Her response indicated that you said you filed a grievance with your union regarding this matter and she advised that you continue this path, as you were not eligible to file a grievance as set forth in Human Resources Department Rule 17 – Employee Grievances. In 2008, the AFSCME labor agreement provided that the grievance procedure contained within the labor agreement "shall be the exclusive grievance procedure for all members of the bargaining unit."
- On November 4, 2010, you contacted me, Gail A. Oxendine, who was then, the Human Resources (HR) Director for the City of Detroit. I referred you to the HR Manager for the HR Department, Ms. Benita Cheatom.
- On November 4, 2010 you contacted Ms. Benita Cheatom, HR Manager, regarding this same matter. Several emails were exchanged between you and Ms. Cheatom regarding this matter. Ms. Cheatom indicated there was nothing that could be done about this issue since you had been reverted to the Human Resources Department from Police two years prior. She indicated that the time limit for filing a grievance had expired two years prior. She also brought to your attention the Employee Certification statement on the final trial report as referenced earlier. You indicated you had filed grievances with three unions and that your prior Police supervisors lied about your performance.
- November, 2014, you again have made inquiries to Crystal Perkins, Business Analyst, Police HR, and to me, Gail A. Oxendine, Director of Police Personnel. However, you have not provided any additional information than what was provided in 2008 and 2010.

### Findings

- You were duly informed of your initial probationary period of 90 days. Your probationary period was recommended and approved for extension for an additional 90 days, in accordance with HR Rule 7 – Probation Periods and the AFSCME Labor Agreement.
- Prior to the end of the probation extension, you were recommended and approved for reversion to your prior classification and department. You were duly informed of the reversion.
- Although you indicated you filed grievances with three unions, you have NOT provided the final disposition of the grievance(s), nor is there any record in your personnel files with respect to a grievance being filed.

- There is no written record submitted by you, in June or July 2008, of your disagreement with the decision to extend your probation, or to revert to your previous classification. The first written notification of your disagreement was in December 2008, which was beyond the time period in which the AFSCME labor agreement provided for filing grievances.
- You have requested this matter be examined on at least three different occasions during the past 6 ½ years. You have been informed on each occasion, the rationale for reversion, and that there is nothing further the City of Detroit can do regarding this matter.

Given the above, your reversion from Senior Personnel and Payroll Clerk to Personnel and Payroll Clerk effective July 14, 2008, was proper, in accordance with Human Resources Rules, and is upheld. Please note that no further consideration will be given in this matter. **This matter is considered permanently closed.** Any further communication regarding this matter will not be addressed.



**GAIL A. OXENDINE**  
Director of Police Personnel



**Re: Hearing and Policy Investigation Documents Enclosed***Case # 13-53846*

**From:** Gail Oxendine <oxendineg@detroitmi.gov>  
**To:** Bridget Murriel <BriMur@detroitmi.gov>  
**CC:** Crystal Perkins <PerkinsC@detroitmi.gov>; Brian Tennille <Tennille@detroitmi.gov>; DELIA ENRIGHT <ENRIGHTD027@detroitmi.gov>  
**Date:** Monday - November 24, 2014 1:58 PM  
**Subject:** Re: Hearing and Policy Investigation Documents Enclosed

---

Ms. Muriel, as I just stated, I will again review your case and provide my findings.

However, you did not answer my question. Did you file a grievance with AFSCME in 2008 regarding this matter? If not, why? You were advised by the Hearings and Policy Division in December 2008 to do so.

Please advise.

Sent from my iPhone

On Nov 24, 2014, at 1:37 PM, Bridget Murriel < > wrote:

To Whom This May Concern,

Please review attachments submitted by the Hearing & Policy investigation! I passed my probation period 06/10/08 as stated on my City of Detroit Notification of Probation form. The City of Detroit Notification of Probation form states Length of Probation 3 months, Final Probation Due 06/10/08, and the document is signed by my former Supervisor Odessa Lewis and I (Bridget Murriel) on 03/20/08. I was reverted to Personnel & Payroll Clerk on 07/14/08. My last day worked as a Senior Personnel & Payroll Clerk was 07/11/08. I worked 4 months, and 4 days under the title Senior Personnel & Payroll Clerk at Police Payroll until 07/14/08 when I was reverted back for no sound reason.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

>>> ""Xerox" " <

> 11/14/2014 07:28 PM >>>

<Fwd: Scan from a Xerox WorkCentre.eml>

**Re: Hearing and Policy Investigation Documents Enclosed**

*Case # 13-53846*

**From:** Gail Oxendine <oxendineg@detroitmi.gov>  
**To:** Bridget Murriel <BriMur@detroitmi.gov>  
**Date:** Monday - November 24, 2014 2:09 PM  
**Subject:** Re: Hearing and Policy Investigation Documents Enclosed

---

What was the outcome of the grievance? Was it granted or not?

Sent from my iPhone

On Nov 24, 2014, at 2:06 PM, Bridget Murriel < > wrote:

Ms. Oxendine,

Yes, I filed a grievance in 2008 in regards to this matter it is stated on the Hearing & Policy investigation documents that I filed a grievance. Please review all attachments!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

>>> Gail Oxendine < > 11/24/14 1:58 PM >>>

Ms. Muriel, as I just stated, I will again review your case and provide my findings.

However, you did not answer my question. Did you file a grievance with AFSCME in 2008 regarding this matter? If not, why? You were advised by the Hearings and Policy Division in December 2008 to do so.

Please advise.

Sent from my iPhone

On Nov 24, 2014, at 1:37 PM, Bridget Murriel < > wrote:

To Whom This May Concern,

Please review attachments submitted by the Hearing & Policy investigation! I passed my probation period 06/10/08 as stated on my City of Detroit Notification of Probation form. The City of Detroit Notification of Probation form states Length of Probation 3 months, Final Probation Due 06/10/08, and the document is signed by my former Supervisor Odessa Lewis and I (Bridget Murriel) on 03/20/08. I was reverted to Personnel & Payroll Clerk on 07/14/08. My last day worked as a Senior Personnel & Payroll Clerk was 07/11/08. I worked 4 months, and 4 days under the title Senior Personnel & Payroll Clerk at Police Payroll until 07/14/08 when I was reverted back for no sound reason.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

>>> ""Xerox" " <

> 11/14/2014 07:28 PM >>>

<Fwd: Scan from a Xerox WorkCentre.eml>

**Re: Hearing and Policy Investigation Documents Enclosed**

*Case # 13-53846*

**From:** Gail Oxendine <oxendineg@detroitmi.gov>  
**To:** Bridget Murriel <BriMur@detroitmi.gov>  
**Date:** Monday - November 24, 2014 2:08 PM  
**Subject:** Re: Hearing and Policy Investigation Documents Enclosed

---

Sent from my iPhone

On Nov 24, 2014, at 2:06 PM, Bridget Murriel < > wrote:

Ms. Oxendine,

Yes, I filed a grievance in 2008 in regards to this matter it is stated on the Hearing & Policy investigation documents that I filed a grievance. Please review all attachments!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

>>> Gail Oxendine < > 11/24/14 1:58 PM >>>

Ms. Muriel, as I just stated, I will again review your case and provide my findings.

However, you did not answer my question. Did you file a grievance with AFSCME in 2008 regarding this matter? If not, why? You were advised by the Hearings and Policy Division in December 2008 to do so.

Please advise.

Sent from my iPhone

On Nov 24, 2014, at 1:37 PM, Bridget Murriel < > wrote:

To Whom This May Concern,

Please review attachments submitted by the Hearing & Policy investigation! I passed my probation period 06/10/08 as stated on my City of Detroit Notification of Probation form. The City of Detroit

13-53846-tjt Doc 9781-3 Filed 05/01/15 Entered 05/01/15 14:44:10 Page 22 of 23

<http://gw.detroitmi.gov/gw/webacc?User.context=f165a171d965c19ff0622574cc...> 11/29/2014

Notification of Probation form states Length of Probation 3 months, Final Probation Due 06/10/08, and the document is signed by my former Supervisor Odessa Lewis and I (Bridget Murriel) on 03/20/08. I was reverted to Personnel & Payroll Clerk on 07/14/08. My last day worked as a Senior Personnel & Payroll Clerk was 07/11/08. I worked 4 months, and 4 days under the title Senior Personnel & Payroll Clerk at Police Payroll until 07/14/08 when I was reverted back for no sound reason.

Thank you!

Human Resource Payroll

Bridget L. Murriel  
Payroll & Personnel Clerk  
City of Detroit - Payroll Department  
Detroit Public Safety Headquarters  
1301 Third  
Suite# 6S-639  
Detroit, Michigan 48226  
Office: 313-870-2763  
Fax: 313-664-3113  
Fax: 313-870-0069  
Email:

Mike Duggan, Mayor

>>> ""Xerox" " <

> 11/14/2014 07:28 PM >>>

<Fwd: Scan from a Xerox WorkCentre.eml>