

Board of Commissioners
Leelanau County
8527 E Government Center Dr,
Suttons Bay, MI 49682

RE: Formal Demand Regarding False Statements, Misrepresentation, and Preservation of Records

Members of the Board,

This correspondence serves as formal notice concerning false and damaging statements made by County Administrator James Dyer regarding my separation from employment as Assistant Finance Director.

I voluntarily resigned from my position with the County. My resignation was submitted formally, documented, and accepted. Despite these undisputed facts, the County Administrator has represented to third parties that he "fired" me. That statement is false.

The deliberate misrepresentation of an employee's separation from public service is not a minor matter. It directly impacts professional reputation, future employment opportunities, public credibility, and exposes both the individual involved and potentially the County to substantial legal and ethical consequences.

I find it deeply troubling that a senior administrative official would knowingly make false statements concerning a documented personnel matter. Such conduct raises serious concerns regarding professionalism, abuse of authority, misuse of position, and the integrity expected from executive leadership within county government.

Let me be absolutely clear: I will not tolerate false narratives being created regarding my employment history or professional reputation.

Accordingly, I demand the following immediately:

1. That all false statements alleging that I was terminated or "fired" cease immediately;
2. Written confirmation that County personnel records accurately reflect my voluntary resignation;
3. Assurance that no County official, administrator, employee, or representative will communicate false, misleading, defamatory, or retaliatory statements concerning my departure from County employment;
4. Immediate preservation of all records relating to this matter, including but not limited to emails, text messages, internal communications, personnel notes, electronic records, phone logs, meeting notes, and any communications referencing my resignation or alleged termination.

You are hereby placed on notice to preserve all potentially relevant records and communications. Destruction, alteration, or concealment of records after receipt of this notice may constitute spoliation and may subject responsible parties to additional legal consequences.

While I have moved successfully out of the public sector and would prefer not to escalate this matter further, I am fully prepared to pursue all available remedies should these false statements continue or should additional reputational harm occur.

Nothing in this letter shall be construed as a waiver of any legal rights, claims, remedies, or causes of action available to me under applicable law.

I expect this matter to be taken seriously and addressed accordingly.

Sincerely,

Michael Birkmeier

