



# CITY CLERK

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Quality Services for a Quality Community

March 6, 2019

SENT VIA JustFOIA

Alice Dreger

Re: Freedom of Information Act Request (19-27)  
Granted

Dear Alice:

City of East Lansing  
CITY CLERK  
410 Abbot Road  
East Lansing, MI 48823

(517) 319-6914  
[www.cityofeastlansing.com](http://www.cityofeastlansing.com)

On February 13, 2019, the City of East Lansing received your Freedom of Information Act (FOIA) request as follows:

*“Under the Freedom of Information Act and as a reporter for East Lansing Info, I order copies of the following:*

*- Any and all messages from, between, or among members of the East Lansing City Council about the contract of the City Manager including but not limited to emails, texts, and direct messages from January 15, 2019, through the present day.”*

The City has identified records that respond to this request and they are attached. There is no charge for these records.

You may access the City of East Lansing FOIA policies and procedures at [www.cityofeastlansing.com](http://www.cityofeastlansing.com).

Please feel free to contact me at [jshuster@cityofeastlansing.com](mailto:jshuster@cityofeastlansing.com) with any questions or concerns you may have.

Sincerely,

Jennifer Shuster  
City Clerk

**From:** Aaron Stephens <aaron.dh.stephens@gmail.com >  
**To:** "Shuster, Jennifer" <jshuster@cityofeastlansing.com >  
**Date:** 2/22/2019 11:42 AM  
**Subject:** Fwd: George Contract  
**Attachments:** Lahanas Contract final version.docx

----- Forwarded message -----

From **Mark Meadows** <[ml831@netscape.net](mailto:ml831@netscape.net)>

Date: Tue, Feb 12, 2019, 12:45 PM

Subject: George Contract

To: <[aaron.dh.stephens@gmail.com](mailto:aaron.dh.stephens@gmail.com)>, <[erik.m.altmann@gmail.com](mailto:erik.m.altmann@gmail.com)>, <[ml831@aim.com](mailto:ml831@aim.com)>, <[rbeier@mea.org](mailto:rbeier@mea.org)>, <[shannadraheim@gmail.com](mailto:shannadraheim@gmail.com)>

All,

Attached is a revised version of the contract which resulted from a conversation that Shanna and Ruth had and which clarifies some portions of the contract: specifically paragraphs 4 which erroneously showed an increase in the car allowance and paragraph 8 which did not clearly indicate that the benefits described only applied while George is employed by the City and in the case of 8.C., retires from the City. There was one change to set the retirement age from 62 to 60 as a reflexion of the purpose of the paragraph to provide a bridge between retirement and Medicare qualification.

Assuming nobody has a problem with these changes, this version will be added to granicus to be considered tonight.

Mark

**EMPLOYMENT CONTRACT BETWEEN  
GEORGE LAHANAS AND  
THE CITY COUNCIL OF THE CITY OF EAST LANSING**

This Agreement (Contract) between the City Council (Council) of the City of East Lansing (City), and George Lahanas, (Manager) is executed on January 22, 2019 and is effective January 1, 2019. Council and Manager are collectively referred to as “the Parties.”

The Parties agree that pursuant to the City Charter, at Section 7.1.b., the Council is authorized to retain a City Manager.

**THE PARTIES THEREFORE FURTHER AGREE AS FOLLOWS:**

1. **Duties.** The Manager agrees to perform all the functions and duties of the office of City Manager as specified in the City Charter and to perform whatever legally permissible and proper additional functions shall be performed in a diligent, responsible, and equitable manner in accordance with the City Charter and policies established by the Council.

2. **Salary.** Commencing January 1, 2019 and continuing until Midnight, June 30, 2021, the annual salary of Manager shall be One Hundred Sixty Seven Thousand Dollars per year (\$167,000.00) which shall be paid in bi-weekly installments. A payment retroactive to January 1, 2019 will be paid in the first pay period of March, 2019 for the difference between the payments received by the Manager and the payment the Manager is entitled to under this Agreement.

3. **Performance Evaluation.** No later than October 15 of each year or as soon as reasonably practical thereafter, (beginning with October 15, 2019) Council shall meet in closed session, at the Manager’s request, to discuss the performance of Manager during the prior year. Based on that evaluation, Council may provide Manager with a bonus equal to no more than 3% of Manager’s salary as it was established on the preceding January 1. The award of any bonus shall be completely within Council’s discretion. The amount approved shall be paid, in lump sum, and added to the next regular bi-weekly pay period.

4. **Automobile.** Manager shall be provided, in addition to salary, an automobile allowance of Three Thousand Six Hundred Dollars (\$3,600.00) per year. This allowance shall be paid in bi-weekly installments.

5. **Professional Development.** Professional development is understood to be a benefit for the City as well as to Manager. The Council agrees that Manager shall continue his professional development through professional memberships and participation in national, state

and local organizations and meetings. The Council agrees to bear reasonable expenses which are incurred during the course of this professional development to an amount not to exceed the annual budgeted appropriation for such activity.

6. **General Expenses.** In addition to the expenses outlined in item number 5, the Council will provide the Manager with a line of credit which he may access in an amount not to exceed Four Hundred Dollars (\$400) per month, to be utilized for the purpose of paying for job-related expenses reasonably incurred in the fulfillment of the Manager's duties and in the conduct of City business, and attendance at meetings and conferences with state, local, and regional agencies and officials.

7. **Technology Support.** The Council agrees to provide for the Manager's professional and personal use a mobile telephone and computer at no cost to Manager. In consideration of the long hours spent in his/her primary City Hall office, the Council also hereby recognizes and approves incidental personal use of City telephone and computer equipment and agrees to pay the cost of the Manager's home internet connection at the normal City group rates.

8. **Employee Benefits And Additional Compensation.** Except as otherwise stated in this Contract, During his employment with the City, Manager shall be provided benefits received by all other non-union City employees. The Manager's benefits shall not include overtime or compensatory time for hours worked in excess of eight (8) hours per day or forty (40) hours per week. It is understood that the requirements of the position frequently require in excess of forty (40) hours per week.

The Manager shall receive the following in addition to or in lieu of comparable benefits received by all other City employees:

- A. The Council shall contribute an amount equal to ten and one-half percent (10-1/2%) of the Manager's base salary to the Michigan Municipal Employees Retirement System Hybrid Plan participant account for the Manager.
- B. The Council will secure term life insurance for the Manager with a benefit amount equal to three (3) times the Manager's annual salary.
- C. Upon full retirement of Manager from the City, but not before age 60, Manager will be provided with up to five years of family health insurance to bridge the time between work and Medicare eligibility. Upon Manager becoming eligible for and the start of Manager's Medicare coverage, City-provided health insurance shall cease. The coverage provided will be the same as the coverage provided to actively employed City employees. Coverage under this benefit is contingent upon its availability under the City's then existing health insurance plan and shall also be subordinate to any other health insurance that the Manager may have available. Should Manager die prior to this benefit being fully utilized, Manager's spouse

shall be provided the benefit under the same terms and conditions.

9. **Weekly Reports.** Manager shall generally provide a weekly report of significant events occurring at his direction. Such report shall be provided directly to members of Council.

10. **Other Employment.** Manager shall not undertake any additional employment. For purposes of this provision, additional employment does not include volunteer activities or professional organization positions or responsibilities even if incidentally compensated.

11. **Nature of Employment.** Manager shall serve at the pleasure of Council. Manager is an At-Will employee of Council.

12. **Duration of Contract.** This Contract commences on January 1, 2019 and continues, unless extended by agreement of the parties or by operation of this Contract, until midnight, June 30, 2021.

13. **Termination by Council.** With regard to termination of employment of Manager by Council prior to the expiration of this Contract, the parties specifically agree as follows:

- A. This Contract may be terminated by Council upon 30 days written notice to Manager. Such notice need not provide any reason for the termination of the Contract.
- B. Except for the reason of Manager's gross malfeasance, death, or voluntary resignation (for any reason), City will continue to pay the then existing salary of Manager for a period of one year from the date of termination or until Manager is gainfully employed at a salary equal to or in excess of the salary established by this contract, whichever period is shorter. To the extent that Manager, in an arms-length negotiation, obtains employment with an annual salary less than provided by this Contract, City shall pay the difference between that salary and the salary provided by this Contract under the same terms and conditions previously stated in this section. Any such amount shall be paid by City in bi-weekly installments.
- C. City shall continue to provide Manager with health, dental and life insurance benefits provided pursuant to this Contract for a period of twelve months from the date of termination or until the Manager is gainfully employed, whichever period is shorter. At the conclusion of any such period, Manager may elect to continue health coverage as provided by COBRA at Manager's expense.

14. **Termination by Manager.** This Contract may be terminated by Manager upon 30 days written notice to Council. Such notice need not provide any reason for the termination of the Contract.

15. **Renewal and Non-Renewal.** With regard to notification of Council's intention to renew, extend or replace this Contract; or, Council's decision to not renew this Contract, the parties specifically agree as follows:

- A. Council shall notify Manager no later than one hundred twenty (120) days prior to the expiration of this Contract, or any expiration established by an extension of this Contract, of a decision that Council has determined to renew this Contract or that this Contract will not be renewed.
- B. If Council decides to issue a notice of non-renewal, City will continue to pay the then existing salary of Manager and provide health, dental and life insurance benefits to Manager and Manager's family for a period of 90 days after the expiration of the Contract. Manager's salary shall be paid in bi-weekly installments. All provisions of this contract shall remain in full force and effect until the expiration of this contract.
- C. Upon notification that this Contract or any extension of this Contract will not be renewed, Council, in its sole discretion may determine to suspend the employment of Manager until the expiration date of this contract with continued payment of all then existing salary and benefits. Such decision shall not reduce the benefit provided for in 15.B. above.
- D. Upon notification that Council has decided to renew, replace or extend this Contract, the parties shall commence negotiations in good faith and expeditiously reach agreement on a renewal, replacement, or extension of this Contract. In the event the parties cannot reach agreement, Council shall promptly issue a notice of non-renewal and all other provisions of this section shall apply.

16. **Extension.** The parties may, at any time extend this Contract in writing with appropriate terms and conditions. Upon any failure of Council to timely notify Manager of non-renewal, this contract shall automatically extend, in its entirety, for the period of days necessary to provide the Manager with the 120 days notice required by this Contract.

17. **Severability.** All agreements and covenants contained in this Contract are severable, and in the event any of them are held invalid by any court, the remaining portions of this Contract shall remain in full force and effect.

18. **Entire Contract.** This Contract contains the entire agreement of the parties and no other agreement between the parties, oral or written, shall have any force or effect after the effective date of this Contract.

The parties hereby certify that they have read this agreement in its entirety, understand its provisions and agree to comply with its terms and conditions.

MANAGER

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George Lahanas, personally

CITY COUNCIL OF THE CITY OF EAST LANSING

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On behalf of Council, Mark Meadows, Mayor

**Mark Meadows - Fwd: Re: Error in contract online**

---

From: Mark Meadows  
 To: Mark Meadows  
 Date: 2/20/2019 11:12 AM  
 Subject: Fwd: Re: Error in contract online

---

>>> Ruth Beier <rbeier@cityofeastlansing.com> 2/11/2019 9:59 PM >>>

Shanna is balking. She does not want city insurance as secondary after Medicare kicks in. Also, did we raise the auto allowance to 6000 or is it 6000 in his current contract?

Sent from my iPad

> On Feb 11, 2019, at 9:54 PM, Mark Meadows <mmeadows@cityofeastlansing.com> wrote:

>  
 > I forwarded our last version email I sent to you in California. It went to your meal account I think.

>  
 > Mark Meadows  
 > Sent from my Verizon 4G LTE Droid

>  
 > I thought we had city insurance ending when he goes on Medicare, not city insurance being secondary when he goes on Medicare.

>  
 >>> Mark Meadows <mmeadows@cityofeastlansing.com> 02/11/19 20:02 PM >>> I sent George the agreed upon contract with one change he requested: removal of the addresses and told him to give it to Emily if the language change was ok. What was missing?

>  
 > Mark Meadows  
 > Sent from my Verizon 4G LTE Droid

> On Feb 11, 2019 6:39 PM, Ruth Beier <rbeier@cityofeastlansing.com> wrote:

> George,  
 > This looks like the correct final version. Can you change the date of approval to February (since we are voting tomorrow) and post this version?

> Ruth  
 > Sent from my iPad

>  
 >> On Feb 11, 2019, at 6:16 PM, Tom Yeadon <tomyeaddon@mcgintylaw.com> wrote:

>>  
 >> Ruth,  
 >>  
 >> Yes, the provision you provided below corresponds with the last version that I had. I was assuming the other changes were negotiated after I sent it back to Mark on 1/20/19 with his changes. Attached is the latest version I have that was last updated on 1/20/19 (that has the precise language you identified below).  
 >>



>> Were there changes after this? If so, I am not certain that I have a complete agreed upon version of the contract. If not, this one can be posted instead of the other one but I do not have the ability to make that change. Also, I have not checked it against the other provisions in the posted version. Let me know if you want me to do that or need anything else regarding this matter.

>>

>> Tom

>>

>> From: Ruth Beier [[rbeier@cityofeastlansing.com](mailto:rbeier@cityofeastlansing.com)]

>> Sent: Monday, February 11, 2019 5:50 PM

>> To: Tom Yeadon

>> Cc: George Lahanas; Shanna Draheim

>> Subject: Error in contract online

>>

>> Hello Tom,

>>

>> In the section on benefits, I thought we agreed on this language wrt the benefit after retirement:

>>

>> Upon full retirement, but not before age 62, the Manager will be provided with up to five years of health insurance to bridge the time between work and Medicare eligibility. Upon Manager becoming eligible for and the start of Manager's Medicare coverage, City-provided health insurance shall end. The coverage provided will be the same as the coverage provided to actively employed City employees. The Manager, at his option, may elect to pay the difference between his then existing coverage and any increase in premium for spousal or family coverage while receiving this benefit. This coverage under this benefit is contingent upon its availability under the City's then existing health insurance plan and shall be subordinate to any other health insurance that the Manager may have available.

>>

>> Can you make that change and can we put up a corrected copy?

>>

>> Ruth

>>

>>

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>>

>> <Lahanas proposal 1\_17\_2019\_3.docx>

**Mark Meadows - Fwd: Re: contract renewal**

---

**From:** Mark Meadows  
**To:** Mark Meadows  
**Date:** 2/20/2019 11:12 AM  
**Subject:** Fwd: Re: contract renewal

---

>>> Shanna Draheim 2/11/2019 7:40 AM >>>  
As did I

>>> Ruth Beier <rbeier@cityofeastlansing.com> 02/09/19 3:55 PM >>>  
I responded thusly: I will be discussing George's contract on Tuesday.

Sent from my iPad

On Feb 9, 2019, at 3:24 PM, George Lahanas <glahana@cityofeastlansing.com> wrote:

Fyi - I am not planning to respond at this time.

----- Forwarded message -----

**From:** Alice Dreger <alicedreger@gmail.com>  
**Date:** Feb 9, 2019 11:23 AM  
**Subject:** contract renewal  
**To:** George Lahanas <glahana@cityofeastlansing.com>  
**Cc:**

George,

I'm working on a report on consideration of your contract renewal on Council's agenda for Tuesday and have the following questions:

1. Why is your renewal happening in February when your contract isn't up until June?
2. Does the timing have anything to do with the FOIA response you are due to give us on Wednesday regarding the mercury spill at the WWTP?
3. Do you support the City's decision to terminate the employment of Troy Williams, the lead whistleblower in the WWTP case?
4. Are you still looking for jobs elsewhere? If so, why, and if not, why not?
5. What do you think justifies the raise proposed?
6. Anything else?

Thanks.

Alice

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**Mark Meadows - Fwd: George's contract**

---

**From:** Mark Meadows  
**To:** Mark Meadows  
**Date:** 2/20/2019 11:13 AM  
**Subject:** Fwd: George's contract

---

>>> Shanna Draheim <shannadraheim@gmail.com> 2/9/2019 2:58 PM >>>  
Ruth -

Thanks for all your work on the negotiations with George. I have a few questions about how the final contract shook out. I've copied Mark here too so he is aware of my questions, but obviously please don't "reply all" - just call or email me individually with your thoughts or answers.

Item #2 - when we met about the contract Ruth, I thought we left it that the contract was not going to be pre-dated to January 1. We talked about how several of us wanted a 2 year contract and you and Erik wanted 3. The compromise was we'd start the contract immediately upon passage (vs June) because it kept the expiration date in June (which for me is important - not in the middle of budget). Essentially it created a 2 1/3 year contract. But this is now a 2.5 year contract. I don't want it predated - I'd like the effective date to be when we vote on it Tuesday.

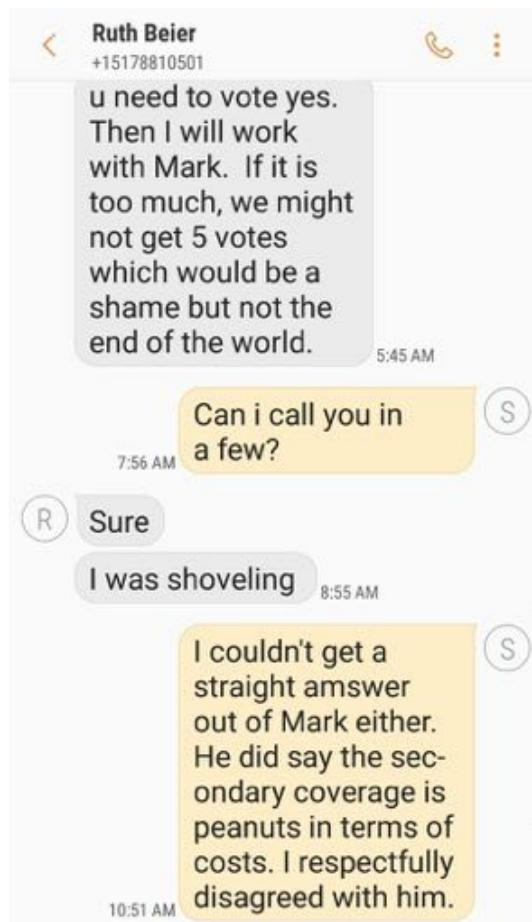
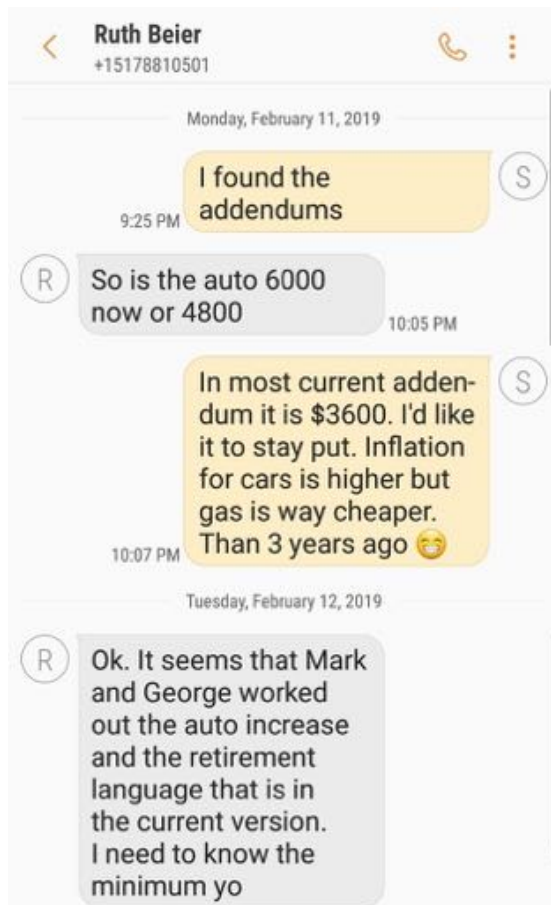
Item #8(c) - why are we doing 5 years of health coverage when the minimum retirement age is 62 and medicare eligibility is 65. Shouldn't this be 3 years?

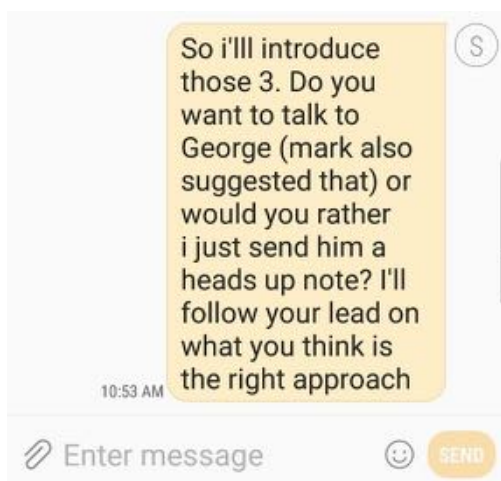
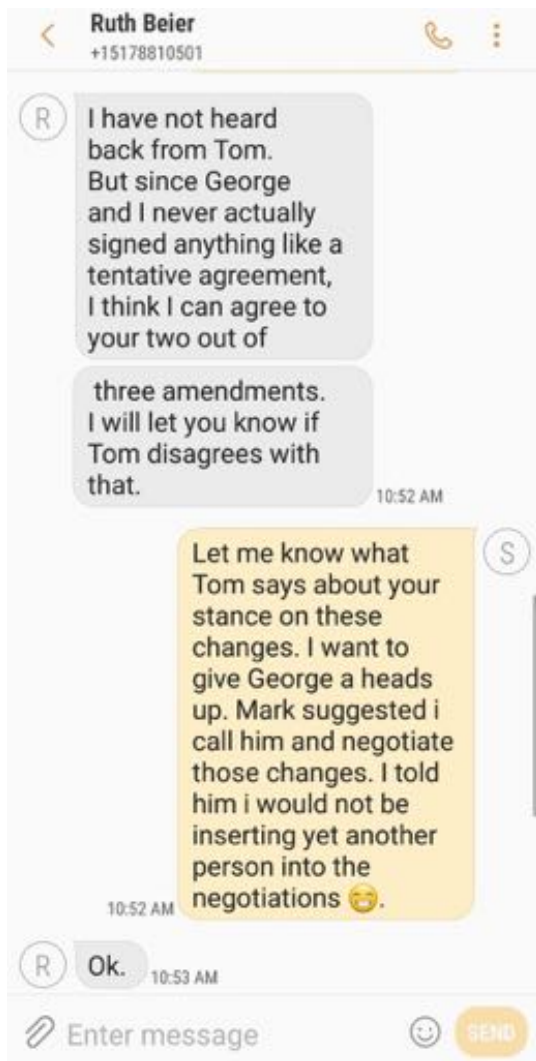
Also, the draft that we reviewed together Ruth had that the health insurance benefit ends when medicare becomes eligible. Now it says it becomes "secondary insurance". This is very different than our insurance liability to George and his spouse ending. First of all, we have to continue paying for a his insurance (or a secondary policy). Second, there is no timeframe for this in the contract. Is that in perpetuity? And covers his spouse in perpetuity too if George dies first? Am I missing something here? I asked Tom for his opinion on what this commits the city to in terms of timeframe. I like the language we had in there previously.

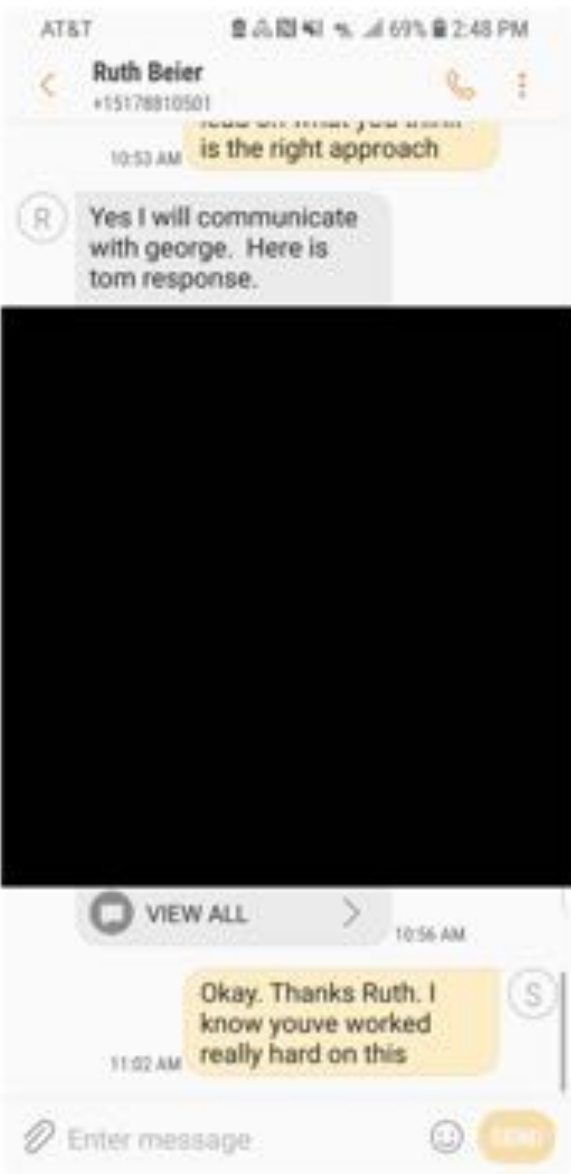
Thanks again for all your work on this!

Shanna

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## ELi article: CM contract

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**From:** George Lahanas  
**To:** Council  
**Date:** Monday - February 11, 2019 4:59 PM  
**Subject:** ELi article: CM contract  
**Attachments:** TEXT.htm; Big Raise for Lahanas\_ Plus Bonuses\_ \_ East Lansing Info.pdf

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Alice wrote her article regarding my contract. Her computation of my base wage increase is exaggerated, claiming that it is a 20% increase, while it's actually about 12.5%.

I attached the .pdf below.

<https://eastlansinginfo.org/content/big-raise-lahanas-plus-bonuse>

George Lahanas  
City of East Lansing  
City Manager  
(517) 319-6821





Shanna Draheim <shannadraheim@gmail.com>

---

## George's contract

---

**Shanna Draheim** <shannadraheim@gmail.com>  
To: Ruth Beier <rbeier@cityofeastlansing.com>

Sat, Feb 9, 2019 at 10:20 PM

Ok sounds good. I guess i just was misunderstanding the start date stuff. I'll let you know what i hear back from Tom and will send you an amendment

On Sat, Feb 9, 2019, 4:00 PM Ruth Beier <rbeier@cityofeastlansing.com> wrote:

I thought I was clear that I wanted this retroactive to January 1. 2.5 years is the compromise that we came up with.

The intention is to provide the insurance for 5 years or when he becomes eligible for Medicare, whichever is sooner. I put in 5 years in case the Medicare eligibility age is pushed back during George's career.

The health insurance should end when George becomes eligible for Medicare. It should not be secondary. It should stop entirely. When you get a response from Tom, please come up with an amendment (if needed) to achieve this and I will support it.

Ruth

Sent from my iPad

> On Feb 9, 2019, at 2:58 PM, Shanna Draheim <shannadraheim@gmail.com> wrote:

>

> Ruth -

>

> Thanks for all your work on the negotiations with George. I have a few questions about how the final contract shook out. I've copied Mark here too so he is aware of my questions, but obviously please don't "reply all" - just call or email me individually with your thoughts or answers.

>

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becomes "secondary insurance". This is very different than our insurance liability to George and his spouse ending. First of all, we have to continue paying for a his insurance (or a secondary policy). Second, there is no timeframe for this in the contract. Is that in perpetuity? And covers his spouse in perpetuity too if George dies first? Am I missing something here? I asked Tom for his opinion on what this commits the city to in terms of timeframe. I like the language we had in there previously.

>

> Thanks again for all your work on this!

>

> Shanna

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## Re: contract renewal

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**From:** Ruth Beier <rbeier@cityofeastlansing.com>  
**To:** George Lahanas  
**CC:** Aaron Stephens; Erik Altmann; Mark Meadows; Shanna Draheim  
**Date:** Saturday - February 9, 2019 3:55 PM  
**Subject:** Re: contract renewal

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Date: Feb 9, 2019 11:23 AM  
Subject: contract renewal  
To: George Lahanas <[glahana@cityofeastlansing.com](mailto:glahana@cityofeastlansing.com)>  
Cc:

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4. Are you still looking for jobs elsewhere? If so, why, and if not, why not?
5. What do you think justifies the raise proposed?
6. Anything else?

Thanks.

Alice

----- Forwarded message -----

From: Shanna Draheim <[sdraheim@cityofeastlansing.com](mailto:sdraheim@cityofeastlansing.com)>

Date: Feb 11, 2019 7:40 AM

Subject: Re: contract renewal

To: George Lahanas <[glahana@cityofeastlansing.com](mailto:glahana@cityofeastlansing.com)>, Ruth Beier <[rbeier@cityofeastlansing.com](mailto:rbeier@cityofeastlansing.com)>

Cc: Aaron Stephens <[astephens@cityofeastlansing.com](mailto:astephens@cityofeastlansing.com)>, Erik Altmann <[ealtmann@cityofeastlansing.com](mailto:ealtmann@cityofeastlansing.com)>, Mark Meadows <[mmeadows@cityofeastlansing.com](mailto:mmeadows@cityofeastlansing.com)>

>>> "Shanna Draheim" 02/11/2019 07:41 >>>

**From:** Aaron Stephens <[astephens@cityofeastlansing.com](mailto:astephens@cityofeastlansing.com)>

**To:** "Shuster, Jennifer"

**Date:** 2/22/2019 11:44 AM

**Subject:** Fwd: Re: contract renewal

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Date: Feb 9, 2019 11:23 AM

Subject: contract renewal

To: George Lahanas <[glahana@cityofeastlansing.com](mailto:glahana@cityofeastlansing.com)>

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5. What do you think justifies the raise proposed?
6. Anything else?

Thanks.

Alice

photos.google.com



Google Photos



A

C

Tuesday, Jan 15 • 7:57 PM

R

Just confirming tomorrow, Wednesday,  
10 o'clock at the council office.

Yep! I'll be there.

Say something



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