

Ann Arbor City Council Special Session: October 13, 2014
Email Redactions List Pursuant to Council Resolution R-09-386

	A	B	C	D	E	F	G
	<u>Received</u>						
1	<u>Sent Time</u>	<u>Time</u>	<u>TO</u>	<u>From</u>	<u>CC</u>	<u>Redactions</u>	<u>Reason for Redaction</u>
2	6:46 PM		Jaqueline Beaudry	Sally Petersen			
3	6:48 PM		All City Council Members	Jaqueline Beaudry	Steve Powers		

Alexa, Jennifer

From: Petersen, Sally
Sent: Monday, October 13, 2014 6:46 PM
To: Beaudry, Jacqueline
Subject: Resolution and Attachments
Attachments: Draft Resolution to Amend the Employment Agreement for SDP.docx; Powers Employment Agreement.pdf; Steve Powers Performance Evaluation 9-23-14.pdf

Sally Hart Petersen
Ann Arbor City Council Member, Ward 2
2976 Hickory Lane
Ann Arbor, MI 48104
734-996-5569

Resolution to Amend the Employment Agreement for City Administrator Steve D. Powers

WHEREAS, the Employment Agreement between the City of Ann Arbor and the City Administrator Steven D. Powers dated August 5 2011 calls for the Council Administration Committee to conduct an annual performance evaluation including a potential salary adjustment by August 1 annually; and

WHEREAS, the Council Administration Committee has not conducted a performance evaluation of Steven D. Powers until this year;

WHEREAS, the Council Administration Committee's current performance evaluation of Steven D. Powers includes evaluations from City Council Members and his direct reports;

WHEREAS, the Council Administration Committee has reviewed the performance evaluations and finds the City Administrator's performance to be well above expectations;

WHEREAS, compensation for the City Administrator lags the compensation of the chief administrators and managers of local, regional, and national local governments;

WHEREAS, City Council believes providing equitable and sustainable compensation is critical to retaining employees that are essential to the City's ability to perform at levels expected by residents and taxpayers;

THEREFORE BE IT RESOLVED, that the employment agreement between Steven D. Powers and the City of Ann Arbor be amended to:

- Effective July 1, 2014, the City agrees to compensate the employee at an annual base salary of One Hundred and Fifty-Nine Thousand, Five Hundred Dollars (\$159,500) payable in biweekly installments at the same time as other employees of the City are paid.
- Effective the first available pay period following City Council approval of the amended Employment Agreement, the City shall provide to Employee a one-time payment of \$8830.50.
- Delete reference to Labor Committee from Section 3: Job Performance Evaluation.
- Add to Section 3: For the 2015 salary adjustment, Human Resources shall complete a market survey of local government managers' compensation. The criteria for the survey will include input from the Employee and will be approved by City Council's Administration Committee.
- Add to Section 4: If City Council's Administration Committee does not complete the Employee's annual job performance evaluation and provide a recommended salary adjustment to City Council by August 1 of each year, the Employee shall receive the same salary adjustment as the non-represented employees. The salary adjustment shall be effective July 1 of each year.

THEREFORE BE IT RESOLVED, that the funds needed to satisfy the above contract amendments come from the General Fund balance.

Attachments:

City Administrator Employment Agreement

Preliminary Performance Evaluation Summary

EMPLOYMENT AGREEMENT
BETWEEN
THE CITY OF ANN ARBOR
AND
STEVEN D. POWERS

THIS AGREEMENT, made and entered in this 5th day of August 2011, between the City of Ann Arbor, a Michigan municipal corporation, hereinafter called the "City," and Steven D. Powers, hereinafter called "Employee."

Section 1 -- Duties

The City hereby agrees to employ Steven D. Powers as City Administrator of said City pursuant to Section 5.1 of the Charter of the City of Ann Arbor, Michigan, to perform in a competent and professional manner the duties and responsibilities of City Administrator for the City of Ann Arbor as set forth in the Charter and City Code of the City of Ann Arbor and in applicable laws and regulations, and otherwise as assigned by City Council.

Section 2 -- General Conditions and Terms of Employment

This employment agreement as City Administrator is contingent upon the Employee's acceptance of the appointment, the Employee's approval and acceptance of this employment agreement document, approval by City Council of the Employee's appointment to City Administrator and this employment agreement document, and satisfactory completion of all pre-employment aspects of this appointment, including a drug screen, background checks, driver's record check and any other pre-employment verifications deemed necessary by City Council.

A. EMPLOYMENT-AT-WILL: Subject to the terms and conditions of this employment agreement, and notwithstanding any City personnel regulation or representation to the contrary, the Employee shall be an "employee-at-will" and nothing in this agreement shall prevent, limit or otherwise interfere with the right of the City Council to terminate the employment of the Employee at any time except as such right to terminate employment is limited within this document.

B. TERMINATION/RESIGNATION:

- (1) At any time during the term of this employment agreement, the Employee may resign from the City Administrator position upon providing to the City Council a written notice of sixty (60) or more days prior to the date of resignation. In the event of such voluntary resignation, the Employee will not be entitled to any severance pay.
- (2) If City Council decides to terminate the Employee's employment as City

Administrator for any reason other than pursuant to sub-section (3) below, the Employee will receive severance pay for a twelve (12) month period following the date of termination, calculated on the basis of the annual salary he was receiving on the date of termination as stated in Section 4 or as subsequently changed by agreement of the parties. The City also will pay Employee the accrued leave time, if any, to which the Employee is entitled in accordance with the City's personnel rules, policies and procedures in effect on the date of his termination. Both the severance pay and the payment of accrued leave time will be paid within thirty (30) days after the date of termination or at such other time as is mutually agreed to between the City and the Employee.

- (3) If the City Council terminates the Employee's employment agreement with the City for "just cause", the Employee will not be entitled to any severance pay. For this Agreement, "just cause" shall include, but not be limited to: willful misrepresentation to the City, either in connection with signing this Agreement or the performance by the Employee of his duties under this Agreement, an act of moral turpitude, willful misconduct, fraud, charged with a felony charge or convicted of a misdemeanor that would reflect negatively on the City, (such as, but not limited to, an offense involving drug/alcohol abuse or sexual misconduct), willful insubordination, or any breach of the terms and conditions of this agreement, Such termination would be effective thirty (30) days after the date of the written notice of termination. Written notice will state the reasons for the termination. If requested by the Employee within seven (7) days after the notice of termination, a hearing regarding the termination shall be held before City Council. Following the hearing, the City Council, at its discretion, may modify, reverse, or uphold the termination and the grounds for the termination.
- (4) The role of City Administrator is considered a "key employee" under the Family Medical Leave Act (FMLA). The City Council may terminate the Employee's employment with the City in the event the Employee is unable to perform substantially all City Administrator duties/responsibilities for a period of sixty (60) consecutive days or more because of a medically established mental or physical disability, provided that a determination has been made that such medically established mental or physical disability will continue for at least ninety (90) additional days. Such termination will be effective sixty (60) days after written notice of termination from City Council, and such notice will also state the reasons for the termination. If requested by the Employee within seven (7) days after the notice of termination, a hearing regarding the termination shall be held before City Council. Following the hearing, the Council, at its discretion, may modify, reverse, or uphold the termination. The Employee's severance pay, as provided for in sub-section (2) above, will be reduced by the amount of disability benefits payments, or Worker's Compensation benefits, if any, paid by the City. The City reserves the right to have the Employee examined by a City selected physician, at the City's expense, in order to verify the mental or physical disability.

C. EXCLUSIVE EMPLOYMENT

During the term of this employment agreement, the Employee agrees to be employed exclusively by the City. With prior approval from City Council, the Employee may perform services such as teaching, lecturing, and assisting other governmental agencies and other professional obligations so long as such activities do not unreasonably interfere with the Employee's City duties/responsibilities.

D. EMPLOYMENT AGREEMENT TERM

The Employee agrees to begin employment as City Administrator for the City of Ann Arbor on September 15, 2011. The Employee's employment will continue unless the Employee dies or resigns or is terminated as provided for in sub-section 2.B.

E. LOCATION OF EMPLOYEE'S RESIDENCE

The City desires that the Employee reside within the City of Ann Arbor.

Section 3 --- Job Performance Evaluation

City Council's Administration and Labor Committee will evaluate Employee's job performance annually. The Committee will complete the Employee's annual job performance evaluation along with any approved salary adjustment, by no later than August 1st of each year, beginning August 1, 2012, with any revision to the Employee's salary to become effective July 1st of each year. The Committee intends to complete a six (6) month review no later than February 15, 2012.

In consultation with the Employee, City Council's Administration and Labor Committee will develop the job performance evaluation process and criteria it will use each year. City Council, in its sole discretion, will make the final decision as to what process and criteria it will use.

Section 4 --- Compensation

The City agrees to compensate the Employee initially at an annual base salary of One Hundred forty-Five Thousand Dollars (\$145,000), payable in biweekly installments at the same time as other employees of the City are paid.

Any and all revisions to the Employee's annual salary will be at the sole discretion of City Council.

Section 5 --- Relocation Expenses

The City will reimburse the Employee up to \$30,000 for the following costs associated with relocation:

- Movement of household goods
- Storage of household goods
- Expenses associated with house hunting trips
- Temporary Living
- Real estate expenses associated with purchasing a new home: realtor fees, title fees, closing costs, mortgage points, private mortgage insurance, down payment, etc.

Section 6 --- City Benefit Plans and Programs

- A. **INSURANCE PLANS:** The City will offer the Employee all insurance coverages provided to Non-Union employees, under the terms and agreements of such individual insurance plans. This coverage shall be effective upon the first day of employment.
- B. The Employee may participate in all other City benefit programs (such as FSA, HRA, educational assistance, etc.) on the same terms as Non-Union employees in accordance with applicable laws, regulations, policies and guidelines governing these programs.
- C. For the avoidance of doubt, the City reserves the right to alter, modify, or terminate any or all of its Insurance plans and other benefits provided to Non-Union employees during the course of this contract and Employee may not rely on any specific coverage or term of such plans or benefits being maintained by the City solely for Employee's benefit.
- D. **PAID SICK LEAVE DAYS:** The Employee will begin accruing at the rate of ten (10) days annually upon his start date, earned on a pro rata basis each pay period. Except as otherwise explicitly stated in this sub-section, the Employee shall comply with the City's personnel rules, policies and procedures which govern the use of sick leave by Non-Union employees.
- E. **PAID VACATION:** The Employee will begin with ten (10) days or eighty (80) hours of vacation time and will begin accruing at the rate of twenty (20) days or 160 hours annually upon his start date, earned and credited on a pro rata basis each pay period. Such paid vacation time shall accrue to a maximum annual accrual of thirty (30) days or two hundred forty (240) hours in accordance with City personnel rules, policies and procedures applicable to Non-Union City employees. Any vacation hours in excess of two hundred forty (240) hours are deleted as of December 31 of each year. **PERSONAL LEAVE:** The Employee shall be entitled to four (4) personal leave days per annum.
- F. **CELL PHONE:** The Employee shall receive the High Voice monthly cellular phone and the Data stipend on the same terms as Non-Union employees in accordance with applicable laws, regulations, policies and guidelines governing these programs.

Section 7 --- Pension Plan and Retiree Healthcare

- A. The Employee shall and hereby does affirmatively waive any right that he has, or may in the future possess, to any participation and/or pension benefits under the City of Ann Arbor Employees' Retirement System.
- B. The City will make a contribution 15% of the Employee's annual salary to a qualified 401(a) plan sponsored by the City on the Employee's behalf during each year of Employee's employment in which Employee has contributed 7.5% of his annual salary to such plan.
- C. The Employee shall receive an annual contribution into a Retirement Healthcare Reimbursement Account which shall be accessible upon retirement from the City. The annual contribution amount for the first year of service shall be \$2500.

Section 8 - Professional Development

Employer agrees to budget for and to pay the professional dues, subscriptions, travel and subsistence expenses of Employee for professional participation and travel, meetings and occasions adequate to continue his professional development. Participation can include, but not be limited to the National League of Cities, International City County Management Association, Michigan Municipal League, Michigan City Managers' Association and such other national, regional, state and local governmental and community groups and their committees for which Employee serves as a member, or when participation is beneficial to Employer, as well as associated short courses, institutes and seminars.

Section 9 --- Indemnification

The City shall defend, save harmless and indemnify the Employee against any tort, professional liability claim, or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties/responsibilities as City Administrator, provided the Employee acted both in good faith and within the scope of his duties/responsibilities as City Administrator, and further provided the Employee fully cooperates with the City in its defense of the claim, demand or other legal action. The City may, in its discretion, compromise and settle any claim or suit and pay the amount of any settlement or judgment rendered thereon. Indemnification shall not be provided to the Employee by the City if the claim, demand or other legal action results from the willful misconduct of willful insubordination of the Employee or if the claim, demand or legal action involves any preceding where the Employee is the plaintiff or an adverse party to the City.

Section 10 - Conflict of Interest Prohibitions

It is further understood and agreed that because of the duties of the Employee within and on

behalf of the City of Ann Arbor and its citizenry, the Employee shall not, during the term of this Agreement, individually, as a partner, joint venture, officer or shareholder, invest or participate in any business venture conducting business in the corporate limits of the City of Ann Arbor, except for stock ownership in any company whose capital stock is publicly held and regularly traded, without prior approval of the City Council. For and during the term of his employment, Employee further agrees, except for a personal residence or residential property acquired or held for future use as his personal residence, not to invest in any other real estate or property improvements within the corporate limits of the City of Ann Arbor without the prior consent of the City Council.

Section 11 -- General Provisions

This Agreement constitutes the entire understanding between the City and the Employee. There are no oral understandings, terms or conditions and no party has relied on any representation, express or implied, not contained in this Agreement. This Agreement may be changed by a written amendment signed by both parties. Michigan law shall govern this Agreement and any disputes arising from or related to this agreement shall be subject to the exclusive jurisdiction of a court of competent jurisdiction in Washtenaw County.

If any provision, or any portion thereof, contained in this employment agreement is held to be invalid or unenforceable, the remainder of this employment agreement, or portion thereof, shall be deemed enforceable, shall not be affected, and shall remain in full force and effect and such provision automatically reformed so as to be valid and enforceable and to nearly as possible reflect the intent of the parties.

IN WITNESS WHEREOF, the City of Ann Arbor, Michigan, by its Mayor and its City Clerk, and the Employee have signed this employment agreement the day and year stated in the first paragraph.

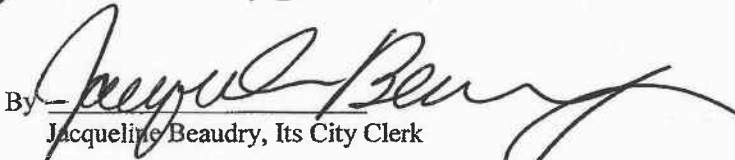
A.
EMPLOYER:

EMPLOYEE:

CITY OF ANN ARBOR,
a Michigan municipal corporation

By 
John Hieftje, Its Mayor


Steven Powers

By 
Jacqueline Beaudry, Its City Clerk

City of Ann Arbor

Performance Evaluation for Steve Powers

Compiled by Council Administration Committee

9/23/14

Summary: Steve Powers is performing well above expectations according to feedback from Council Members and his direct reports. He is consistently recognized for being a strong leader with an open communication policy, treating everyone with dignity and respect, and holding himself and others accountable to Council priorities, including sound fiscal management. The Council Administration Committee encourages Steve to continue to excel in areas of leadership, communication, and accountability.

Review from Direct Reports: Steve's staff has given him an above average review. General comments praise him for his open communication philosophy, excellent listening skills, accessibility, and the ability to hold employees accountable without micro-managing. He is considered an effective and communicative leader. He received the highest scores on the following categories of the Leadership Effectiveness assessment (scoring 4.0) or higher:

1. Q.8: Consistently demonstrates behavior that creates a supportive environments (4.2)
2. Q.9: Provides support, including training to ensure safety standards are enforces (4.2)
3. Q.6: Listens and responds to employee issues and problems in a considerate and timely manner. (4.0)

All other categories rate Steve above average. He rated average on only four categories (scoring 3.2-3.4):

1. Q7: Demonstrates support of the City's affirmative action programs (3.4)
2. Q2: Manages daily performance based on goals and objectives (3.4)
3. Q3: Addresses ongoing non-performance issues through progressive disciplinary process (3.3)
4. Q.4: Conducts employee performance appraisals in accordance with established City of Ann Arbor guidelines and timetables. (3.2)

Review from City Council Members: Council has given Steve an above average to excellent review in every category. Qualitative comments praise him for his ability to focus on Council priorities, overall professional conduct, strong fiscal management, and for receiving positive, unsolicited feedback from the Community.

Steve scores the highest on the following measures (scoring 4.5 or higher):

1. Professional Sills and Status Q.5: Sets a professional example by handling affairs of the public office in a fair and impartial manner. (4.5)
2. Policy Execution Q.11: Implements City Council actions in accordance with the intent of Council (4.7)
3. Policy Execution Q.12: Supports the action of City Council after a decision has been reached, both inside and outside the organization (4.8)
4. Policy Execution Q.13: Understands, supports, and enforces Ann arbor's laws, policies, and ordinances (4.5)
5. Reporting Q.17: Responds in a timely manner to requests from City Council from special reports (4.7)

6. Citizen Relations Q.27: Demonstrates a dedication to service to the community and its citizens (4.5)
7. Citizen Relations Q.28: Treats all leaders, peers, and staff with dignity and respect. (4.8)
8. Citizen Relations Q.29: Meets and listens to members of the community to discuss their concerns and strives to understand their interests (4.5)
9. Fiscal Management Q.31: Prepares a balanced budget to provide services at a level directed by Council. (4.7)
10. Fiscal Management Q.34: Ensures actions and decisions reflect an appropriate level of responsibility for financial planning and accountability. (4.5)
11. Accountability, Judgment and Responsibility Q.41: Demonstrates dependability as defined by making clear and complete commitment to internal and external customers. (4.5)
12. Accountability, Judgment and Responsibility Q. 42: Exercises sound judgment. (4.7)
13. Accountability, Judgment and Responsibility Q.43: Demonstrates appropriate behaviors to safeguard the City assets and protects customer information. (4.5)
14. Accountability, Judgment and Responsibility Q.44: Takes ownership for decisions and avoids blaming others. (4.5)
15. Dignity and Respect Q. 45: Treats all leaders, peers, and staff with dignity and respect (4.8)
16. Dignity and Respect Q.46: Uses language appropriate to a place of governance at all times. (4.8)
17. Dignity and Respect Q.47: Actions and language create a comfortable working environment. (4.8)

Recommended Areas for Improvement (including input from Steve's self-assessment):

1. Steve should take proactive steps to improve employee morale and development to ensure all staff members are supported. Ensuring timely performance appraisal procedures should be a priority. Off-site meetings for SAA's to promote team building should be considered.
2. Seek out feedback from Council Members regarding expectations, performance, and success on a regular basis.
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Alexa, Jennifer

From: Beaudry, Jacqueline
Sent: Monday, October 13, 2014 6:48 PM
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Subject: Fwd: Resolution and Attachments
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Sent from my iPad

Begin forwarded message:

From: "Petersen, Sally" <SPetersen@a2gov.org>
Date: October 13, 2014 at 6:45:56 PM EDT
To: "Beaudry, Jacqueline" <JBeaudry@a2gov.org>
Subject: Resolution and Attachments

Sally Hart Petersen
Ann Arbor City Council Member, Ward 2
2976 Hickory Lane
Ann Arbor, MI 48104
734-996-5569

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Preliminary Performance Evaluation Summary

City of Ann Arbor

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EMPLOYMENT AGREEMENT
BETWEEN
THE CITY OF ANN ARBOR
AND
STEVEN D. POWERS

THIS AGREEMENT, made and entered in this 5th day of August 2011, between the City of Ann Arbor, a Michigan municipal corporation, hereinafter called the "City," and Steven D. Powers, hereinafter called "Employee."

Section 1 -- Duties

The City hereby agrees to employ Steven D. Powers as City Administrator of said City pursuant to Section 5.1 of the Charter of the City of Ann Arbor, Michigan, to perform in a competent and professional manner the duties and responsibilities of City Administrator for the City of Ann Arbor as set forth in the Charter and City Code of the City of Ann Arbor and in applicable laws and regulations, and otherwise as assigned by City Council.

Section 2 -- General Conditions and Terms of Employment

This employment agreement as City Administrator is contingent upon the Employee's acceptance of the appointment, the Employee's approval and acceptance of this employment agreement document, approval by City Council of the Employee's appointment to City Administrator and this employment agreement document, and satisfactory completion of all pre-employment aspects of this appointment, including a drug screen, background checks, driver's record check and any other pre-employment verifications deemed necessary by City Council.

A. EMPLOYMENT-AT-WILL: Subject to the terms and conditions of this employment agreement, and notwithstanding any City personnel regulation or representation to the contrary, the Employee shall be an "employee-at-will" and nothing in this agreement shall prevent, limit or otherwise interfere with the right of the City Council to terminate the employment of the Employee at any time except as such right to terminate employment is limited within this document.

B. TERMINATION/RESIGNATION:

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- (2) If City Council decides to terminate the Employee's employment as City

Administrator for any reason other than pursuant to sub-section (3) below, the Employee will receive severance pay for a twelve (12) month period following the date of termination, calculated on the basis of the annual salary he was receiving on the date of termination as stated in Section 4 or as subsequently changed by agreement of the parties. The City also will pay Employee the accrued leave time, if any, to which the Employee is entitled in accordance with the City's personnel rules, policies and procedures in effect on the date of his termination. Both the severance pay and the payment of accrued leave time will be paid within thirty (30) days after the date of termination or at such other time as is mutually agreed to between the City and the Employee.

- (3) If the City Council terminates the Employee's employment agreement with the City for "just cause", the Employee will not be entitled to any severance pay. For this Agreement, "just cause" shall include, but not be limited to: willful misrepresentation to the City, either in connection with signing this Agreement or the performance by the Employee of his duties under this Agreement, an act of moral turpitude, willful misconduct, fraud, charged with a felony charge or convicted of a misdemeanor that would reflect negatively on the City, (such as, but not limited to, an offense involving drug/alcohol abuse or sexual misconduct), willful insubordination, or any breach of the terms and conditions of this agreement, Such termination would be effective thirty (30) days after the date of the written notice of termination. Written notice will state the reasons for the termination. If requested by the Employee within seven (7) days after the notice of termination, a hearing regarding the termination shall be held before City Council. Following the hearing, the City Council, at its discretion, may modify, reverse, or uphold the termination and the grounds for the termination.
- (4) The role of City Administrator is considered a "key employee" under the Family Medical Leave Act (FMLA). The City Council may terminate the Employee's employment with the City in the event the Employee is unable to perform substantially all City Administrator duties/responsibilities for a period of sixty (60) consecutive days or more because of a medically established mental or physical disability, provided that a determination has been made that such medically established mental or physical disability will continue for at least ninety (90) additional days. Such termination will be effective sixty (60) days after written notice of termination from City Council, and such notice will also state the reasons for the termination. If requested by the Employee within seven (7) days after the notice of termination, a hearing regarding the termination shall be held before City Council. Following the hearing, the Council, at its discretion, may modify, reverse, or uphold the termination. The Employee's severance pay, as provided for in sub-section (2) above, will be reduced by the amount of disability benefits payments, or Worker's Compensation benefits, if any, paid by the City. The City reserves the right to have the Employee examined by a City selected physician, at the City's expense, in order to verify the mental or physical disability.

C. EXCLUSIVE EMPLOYMENT

During the term of this employment agreement, the Employee agrees to be employed exclusively by the City. With prior approval from City Council, the Employee may perform services such as teaching, lecturing, and assisting other governmental agencies and other professional obligations so long as such activities do not unreasonably interfere with the Employee's City duties/responsibilities.

D. EMPLOYMENT AGREEMENT TERM

The Employee agrees to begin employment as City Administrator for the City of Ann Arbor on September 15, 2011. The Employee's employment will continue unless the Employee dies or resigns or is terminated as provided for in sub-section 2.B.

E. LOCATION OF EMPLOYEE'S RESIDENCE

The City desires that the Employee reside within the City of Ann Arbor.

Section 3 --- Job Performance Evaluation

City Council's Administration and Labor Committee will evaluate Employee's job performance annually. The Committee will complete the Employee's annual job performance evaluation along with any approved salary adjustment, by no later than August 1st of each year, beginning August 1, 2012, with any revision to the Employee's salary to become effective July 1st of each year. The Committee intends to complete a six (6) month review no later than February 15, 2012.

In consultation with the Employee, City Council's Administration and Labor Committee will develop the job performance evaluation process and criteria it will use each year. City Council, in its sole discretion, will make the final decision as to what process and criteria it will use.

Section 4 --- Compensation

The City agrees to compensate the Employee initially at an annual base salary of One Hundred forty-Five Thousand Dollars (\$145,000), payable in biweekly installments at the same time as other employees of the City are paid.

Any and all revisions to the Employee's annual salary will be at the sole discretion of City Council.

Section 5 --- Relocation Expenses

The City will reimburse the Employee up to \$30,000 for the following costs associated with relocation:

- Movement of household goods
- Storage of household goods
- Expenses associated with house hunting trips
- Temporary Living
- Real estate expenses associated with purchasing a new home: realtor fees, title fees, closing costs, mortgage points, private mortgage insurance, down payment, etc.

Section 6 --- City Benefit Plans and Programs

- A. **INSURANCE PLANS:** The City will offer the Employee all insurance coverages provided to Non-Union employees, under the terms and agreements of such individual insurance plans. This coverage shall be effective upon the first day of employment.
- B. The Employee may participate in all other City benefit programs (such as FSA, HRA, educational assistance, etc.) on the same terms as Non-Union employees in accordance with applicable laws, regulations, policies and guidelines governing these programs.
- C. For the avoidance of doubt, the City reserves the right to alter, modify, or terminate any or all of its Insurance plans and other benefits provided to Non-Union employees during the course of this contract and Employee may not rely on any specific coverage or term of such plans or benefits being maintained by the City solely for Employee's benefit.
- D. **PAID SICK LEAVE DAYS:** The Employee will begin accruing at the rate of ten (10) days annually upon his start date, earned on a pro rata basis each pay period. Except as otherwise explicitly stated in this sub-section, the Employee shall comply with the City's personnel rules, policies and procedures which govern the use of sick leave by Non-Union employees.
- E. **PAID VACATION:** The Employee will begin with ten (10) days or eighty (80) hours of vacation time and will begin accruing at the rate of twenty (20) days or 160 hours annually upon his start date, earned and credited on a pro rata basis each pay period. Such paid vacation time shall accrue to a maximum annual accrual of thirty (30) days or two hundred forty (240) hours in accordance with City personnel rules, policies and procedures applicable to Non-Union City employees. Any vacation hours in excess of two hundred forty (240) hours are deleted as of December 31 of each year. **PERSONAL LEAVE:** The Employee shall be entitled to four (4) personal leave days per annum.
- F. **CELL PHONE:** The Employee shall receive the High Voice monthly cellular phone and the Data stipend on the same terms as Non-Union employees in accordance with applicable laws, regulations, policies and guidelines governing these programs.

Section 7 --- Pension Plan and Retiree Healthcare

- A. The Employee shall and hereby does affirmatively waive any right that he has, or may in the future possess, to any participation and/or pension benefits under the City of Ann Arbor Employees' Retirement System.
- B. The City will make a contribution 15% of the Employee's annual salary to a qualified 401(a) plan sponsored by the City on the Employee's behalf during each year of Employee's employment in which Employee has contributed 7.5% of his annual salary to such plan.
- C. The Employee shall receive an annual contribution into a Retirement Healthcare Reimbursement Account which shall be accessible upon retirement from the City. The annual contribution amount for the first year of service shall be \$2500.

Section 8 - Professional Development

Employer agrees to budget for and to pay the professional dues, subscriptions, travel and subsistence expenses of Employee for professional participation and travel, meetings and occasions adequate to continue his professional development. Participation can include, but not be limited to the National League of Cities, International City County Management Association, Michigan Municipal League, Michigan City Managers' Association and such other national, regional, state and local governmental and community groups and their committees for which Employee serves as a member, or when participation is beneficial to Employer, as well as associated short courses, institutes and seminars.

Section 9 --- Indemnification

The City shall defend, save harmless and indemnify the Employee against any tort, professional liability claim, or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of Employee's duties/responsibilities as City Administrator, provided the Employee acted both in good faith and within the scope of his duties/responsibilities as City Administrator, and further provided the Employee fully cooperates with the City in its defense of the claim, demand or other legal action. The City may, in its discretion, compromise and settle any claim or suit and pay the amount of any settlement or judgment rendered thereon. Indemnification shall not be provided to the Employee by the City if the claim, demand or other legal action results from the willful misconduct of willful insubordination of the Employee or if the claim, demand or legal action involves any preceding where the Employee is the plaintiff or an adverse party to the City.

Section 10 - Conflict of Interest Prohibitions

It is further understood and agreed that because of the duties of the Employee within and on

behalf of the City of Ann Arbor and its citizenry, the Employee shall not, during the term of this Agreement, individually, as a partner, joint venture, officer or shareholder, invest or participate in any business venture conducting business in the corporate limits of the City of Ann Arbor, except for stock ownership in any company whose capital stock is publicly held and regularly traded, without prior approval of the City Council. For and during the term of his employment, Employee further agrees, except for a personal residence or residential property acquired or held for future use as his personal residence, not to invest in any other real estate or property improvements within the corporate limits of the City of Ann Arbor without the prior consent of the City Council.

Section 11 — General Provisions

This Agreement constitutes the entire understanding between the City and the Employee. There are no oral understandings, terms or conditions and no party has relied on any representation, express or implied, not contained in this Agreement. This Agreement may be changed by a written amendment signed by both parties. Michigan law shall govern this Agreement and any disputes arising from or related to this agreement shall be subject to the exclusive jurisdiction of a court of competent jurisdiction in Washtenaw County.

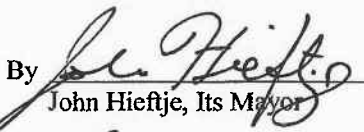
If any provision, or any portion thereof, contained in this employment agreement is held to be invalid or unenforceable, the remainder of this employment agreement, or portion thereof, shall be deemed enforceable, shall not be affected, and shall remain in full force and effect and such provision automatically reformed so as to be valid and enforceable and to nearly as possible reflect the intent of the parties.

IN WITNESS WHEREOF, the City of Ann Arbor, Michigan, by its Mayor and its City Clerk, and the Employee have signed this employment agreement the day and year stated in the first paragraph.

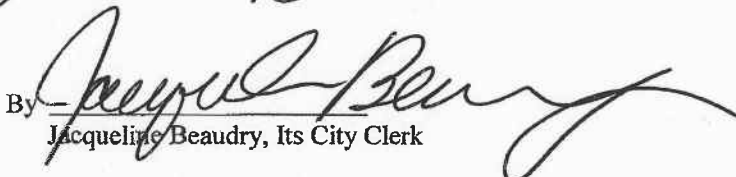
A.
EMPLOYER:

EMPLOYEE:

CITY OF ANN ARBOR,
a Michigan municipal corporation

By 
John Hieftje, Its Mayor


Steven Powers

By 
Jacqueline Beaudry, Its City Clerk