



Legislation Text

File #: 14-1505, **Version:** 2

Resolution to Amend the Employment Agreement for City Administrator Steven 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;

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; and

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;

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.

RESOLVED, That the funds needed to satisfy the above contract amendments come from the

General Fund balance.

As Amended by Ann Arbor City Council on October 13, 2014.