



## Legislation Text

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**File #:** 20-1412, **Version:** 2

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### Resolution to Recommend City Administrator Search Process Next Steps

Whereas, That the Council by Resolution of June 29, 2020, Resolution 20-0974, "Resolution to Approve City Administrator Search", hired executive recruiter Amy Cell to conduct a City Administrator search;

Whereas, In compliance with the dates recognized by the Council in the Resolution of June 29, 2020, input was received from the Council and staff survey, and the position was posted from July 1-26, and candidates have applied for the position;

Whereas, The executive recruiter Amy Cell received over 250 resumes, and carefully assessed the candidates and met the August 5, 2020 deadline of providing a pool of qualified candidates to the City Council;

Whereas, That the City Council has reviewed the applications of this pool of candidates;

Whereas, The City Council met electronically in closed session on August 10, 2020, and selected a group of four finalist candidates for the position of City Administrator;

Whereas, The four finalist candidates were approved on August 10, 2020 by council resolution 20-1239, "Resolution Setting Forth the Finalists for the Position of City Administrator";

Whereas, That a public interview process of the four candidates took place on August 20, 2020;

Whereas, That three panels representing: (1) City Council, (2) City Staff, (3) Community members conducted interviews of the four finalist candidates on August 20, 2020;

Whereas, A 24-hour community survey and staff survey were launched on August 20th to provide additional input to the City Council;

Whereas, Anonymized feedback from each panel and the survey instrument were provided by executive recruiter Amy Cell to the City Council on 8/22/20;

Whereas, That on Monday, August 24, City Council, discussed the four finalist candidates and the feedback received through the public process at a Special Session of Council;

Whereas, That on Monday, August 24, City Council requested executive recruiter Amy Cell to arrange for additional interviews of the four finalist candidates;

Whereas, That, prior to the additional round of interviews, one final candidate subsequently withdrew from consideration for the position;

Whereas, That three candidates participated in a second round of interviews facilitated by executive recruiter Amy Cell and members of her firm, to provide opportunities for obtaining additional input through: (1) community small group discussions, (2) council small in person group discussions, (3) electronic staff town hall meetings, and (4) candidate prepared and recorded videotaped presentations and a moderated Q/A;

Whereas, That the City Council members had the opportunity to review the video presentations and round two interviews by the three candidates and provide survey feedback concerning the candidates;

Whereas, That the community and the City had the opportunity to review the video presentations and round two interviews by the three candidates and provide survey feedback concerning the candidates;

Whereas, On September 11, 2020, one of the three finalist candidates withdrew from consideration for the position;

Whereas, That the survey feedback data from the community, staff and council surveys was provided to the City Council on September 13, 2020; and

Whereas, The City Council wishes to proceed with next steps in the City Administrator search;

RESOLVED, That City Council request the Human Resources Director to offer the position of City Administrator to Tom Crawford, contingent upon completion of a successful background check; and

RESOLVED, The City Council authorize Mayor Christopher Taylor, with the assistance of the City Attorney, to negotiate a proposed contract for Tom Crawford to serve as the City Administrator, with the final contract subject to approval of form by the City Attorney and approval by resolution of City Council, on or before October 19, 2020.

Sponsored by: Councilmember Lumm

**As Amended and Approved by Ann Arbor City Council on September 14, 2020**