

August 2, 2021

To: Mayor and City Council, City of Ann Arbor
From: Amy Cell
Re: City Attorney Evaluation Summary

Overall

This evaluation period covers nearly eighteen months - a time of tremendous change and challenge for the City including the unprecedented COVID-19 situation. Mr. Postema and his talented and dedicated team provided stability for the City, and as one person stated, "Give the man a medal, or a day in his honor. We have been fortunate to have a professional of his integrity and skill working on behalf of the City."

Participation

The 2021 360 degree performance review for the City Attorney generated an overall response rate of 89% with 32 participants. Participation and overall ratings on a five point scale include:

- Current Council (9/11): 4.3/5 Prior year: 4.1/5
- Former Council members (3/5): 4.0/5.0
- Direct Reports (13/13): 4.7/5 Prior year: 4.7/5
- Service Area Administrators (7/7): 4.3/5, Prior year: 4.6/5

Council (current and former)

Key themes from the Council indicate that Mr. Postema oversees a legal function that is professional, ethical, competent and manages a very high workload.

Council members appreciate Mr. Postema's dedication, ethical behavior, professional manner, extensive legal knowledge (local and state case law, charter, regulations), rigorous analysis and advice, ability to attract and retain staff and ability to effectively manage litigation related issues.

Concerns were raised regarding timeliness of legal guidance on occasion, and concerns on a few specific legal issues.

There are differences of opinion on a few matters, including if all Council members are treated the same, if advice is political, transparency, the level of risk aversion that is appropriate, and the role that the attorney should play in proactively providing advice.

For the coming year, members of Council would appreciate more timely advice, clear and complete guidance, quick support on meeting rules questions, and a focus on preparing the office for the upcoming transition.

Staff

Staff members provided Mr. Postema with very high scores and comments that reflect his professional qualities including professionalism, high expectations for the office and his direct involvement developing and supporting his team.

Staff members appreciate the time he spends with individual staff members to work on issues, checking in on goals, performance reviews and mentoring. Staff enjoy the regular staff meetings and updates, public praise, use of technology and time tracking, ability to listen and address concerns, support for training, delegation skills. Staff value the work Stephen has done to keep the office independent and focused on doing the right thing, the sense of camaraderie and teamwork, and how he filters/buffers/addresses issues with Council and SAAs as needed.

Staff members noted that there is a high workload and demands on Stephen's time that occasionally impacts his availability.

Staff members are concerned with the number of requests that come in and that each client feels that their issue is the top priority.

In the coming year staff would like Stephen to bring his successor up to speed on the legal and political issues in the City and to maintain the objectivity of the office.

Service Area Administrators

Service Area Administrators (SAAs) view Stephen as a trusted, ethical, available, customer focused, excellent to work with and reliable.

SAAs appreciated the well thought out legal advice and exceptional legal team that Stephen has assembled and manages, legal advice that looks at different angles and utilizes Stephens judgement and experience,

In the coming year, SAAs would appreciate his involvement in succession planning.