



Legislation Details (With Text)

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Title: Resolution to Finalize Evaluation Report and Amend the Employment Agreement for City Attorney Atleen Kaur

Sponsors: Council Administration Committee

Indexes:

Code sections:

Attachments: 1. Ann Arbor City Attorney Performance Feedback Summary -10.11.23.pdf

Date	Ver.	Action By	Action	Result
10/16/2023	1	City Council	Approved	Pass

Resolution to Finalize Evaluation Report and Amend the Employment Agreement for City Attorney Atleen Kaur

Whereas, The Employment Agreement between the City of Ann Arbor and the City Attorney Atleen Kaur dated April 18, 2022 calls for Council to conduct an annual performance review using mutually agreed upon criteria and allows for a review of the terms of the agreement and change by written agreement;

Whereas, The City Attorney is one of only two direct reports to the City Council, the other being the City Administrator;

Whereas, The City Attorney provides and coordinates all manner of legal advice and services to the City Council, the City Administrator, the Service Area Administrators, and all departments within the City;

Whereas, The City Attorney’s position is one of significant responsibility and leadership;

Whereas, The Council Administration Committee received evaluation materials for the City Attorney including anonymous evaluation surveys completed by Council, Service Area Administrators, and the City Attorney’s direct reports;

Whereas, The results of the City Attorney’s performance evaluation was discussed by the Council Administration Committee on October 10, 2023 at a regularly scheduled meeting of the Administration Committee;

Whereas, The City Attorney’s performance evaluation demonstrates that she has provided excellent leadership and service to the City over the past year in many areas;

Whereas, The 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;

Whereas, The City Attorney currently earns a base salary of \$210,000.00;

Whereas, The Council Administration Committee unanimously recommended the following change to the City Attorney Kaur's Employment Agreement with the City; and

Whereas, The City Council has also received evaluation materials for the City Attorney including anonymous evaluation surveys completed by Council, Service Area Administrators, and the City Attorney's direct reports;

RESOLVED, That Section 4 of the employment agreement between Atleen Kaur and the City of Ann Arbor be amended to reflect:

1. an increase of 3% to the City Attorney's annual salary effective July 1, 2023 (as provided in Section 3 of the employment agreement), and
2. a lump sum payment of 2% of the City Attorney's current salary;

RESOLVED, That the Council Administration Committee place a final written performance evaluation in the City Attorney's personnel file in support of this amendment;

RESOLVED, That the funds needed to satisfy the above contract amendment come from the General Fund balance and the budget shall be amended to cover this expense if necessary; and

RESOLVED, That the Employment Agreement be amended to reflect the above Resolved clauses and that the Mayor and City Clerk are authorized to execute the amendment.

Sponsored by: Council Administration Committee