



Legislation Text

File #: 21-1743, **Version:** 2

Resolution Regarding Independent Investigation and Placement of Acting City Administrator on Paid Administrative Leave

Whereas, Ann Arbor City Personnel policies address discrimination, hostile workplace and whistleblower protection as serious concerns;

Whereas, An employee complaint regarding discrimination, hostile workplace and whistleblower protection would normally be addressed by the City's Human Resources department;

Whereas, The City Council has established a zero-tolerance approach for discriminatory conduct by high ranking City employees;

Whereas, A formal complaint by the Human Resources Director has been received by City Council alleging discriminatory conduct, hostile work environment and directives to violate law;

Whereas, The City has no formal process for responding to a complaint from the HR Director alleging misconduct by the City Administrator;

Whereas, The Ann Arbor City Charter makes the City Administrator directly responsible to the City Council;

Whereas; Allegations of misconduct by high ranking City staff members, such as two different City Administrators, and the Chief of Police have been investigated by an outside, independent investigators;

Whereas, The Acting City Administrator works frequently with, and in close proximity to, the HR Director;

RESOLVED, That the City Council directs the City Attorney promptly to make all necessary arrangements to employ an outside, independent investigator to investigate the allegations asserted by the City's Director of Human Resources against the Acting City Administrator;

RESOLVED, That the City Council directs the City Attorney to have the independent investigator provide a report to Council addressing the allegations made by the HR Director; and

RESOLVED, That the City Council directs the City Attorney's Office to facilitate policies and procedures to ensure the integrity of the investigation and prevent any harm to the complainant, including policies and procedures regarding communication protocols between all parties, and subject to review and modification by outside counsel and Council Administration Committee.

Sponsored by: Councilmembers Ramlawi, Griswold, Nelson and Hayner

As Amended and Approved by Ann Arbor City Council on October 4, 2021.