



## Legislation Text

---

**File #:** 19-0685, **Version:** 1

---

Resolution to Amend the Employment Agreement for City Administrator Howard S. Lazarus  
Whereas, The Employment Agreement between the City of Ann Arbor and the City Administrator Howard S. Lazarus dated May 9, 2016 calls for the City 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 Council Administration Committee's current performance evaluation of Howard S. Lazarus was based on preliminary material received, including anonymous evaluations from City Council Members, his direct reports, as well as other related information;

Whereas, The City Administrator Council Administration Committee has reviewed the performance evaluations and provided a written evaluation and recommendation for salary adjustment; and

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

Whereas, The City Administrator is responsible solely to the City Council;

Whereas, The City Administrator is responsible for the executive management of the highly diverse operations of the City of Ann Arbor and provides leadership, vision, and direction to City Departments, implements City Council policy, and works with City Council and administrative staff to craft strategic and financial planning objectives;

Whereas, The City Administrator position is one of significant responsibility and leadership;

Whereas, The City Administrator has provided effective and engaged leadership to the City over the past year in many areas, including sustaining and enhancing a vibrant, safe, and diverse community; and

Whereas, The City Administrator currently earns a base salary of \$223,600.00

Whereas, The 2018 Consumer Price Index for Detroit-Ann Arbor-Flint (now known as Detroit-Warren-Dearborn) for all consumers as reported by the Bureau of Labor Statistics was 2.4%; and

Whereas, 2.4% of the City Administrator's base salary is Five Thousand Three Hundred and Sixty Six Dollars (\$5,366);

RESOLVED, That the employment agreement between Howard S. Lazarus and the City of Ann Arbor be amended as follows:

Section 4 of the Agreement be amended to provide a one-time lump sum payment of Five Thousand Three Hundred and Sixty Six Dollars (\$5,366) payable prior to May 15, 2019;

RESOLVED, That the Council Administration Committee place the final written performance evaluation in the City Administrator's personnel file; 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: Mayor Taylor, Councilmembers Grand and Griswold