Legislation Text

File #: 25-0865, **Version:** 2

Resolution to Finalize Evaluation Report and Amend the Employment Agreement for City Attorney Atleen Kaur
Prepared by: Atleen Kaur, City Attorney
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 evaluation process for 2024 has concluded and the Agreement needs to be amended accordingly;

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 manages the Office of the City Attorney and provides legal advice and services to City Council, 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 were discussed at a regularly scheduled meeting of the Council Administration Committee on April 8, 2025;

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

Whereas, The Council Administration Committee unanimously recommended to move City Attorney Atleen Kaur's evaluation forward to City Council for consideration;

Whereas, The City Council believes providing equitable and competitive compensation is critical to retaining employees that are essential to the City's ability to perform at levels expected by residents and taxpayers; and

Whereas, The City Attorney currently earns a base salary of $216,300.00;

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 $30,000.00 to the City Attorney's annual salary, effective at the next pay period; and

2. Section 4 of the Agreement be amended to also provide a one-time lump sum payment of 3% of the City Attorney's adjusted salary which amounts to $7389.00;

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

As Amended and Approved by Ann Arbor City Council on April 21, 2025

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