Legislation Text

File #: 26-0121, **Version:** 2

Resolution to Finalize Evaluation Report and Amend the Employment Agreement for City Administrator Milton Dohoney Jr.

Whereas, The Employment Agreement between the City of Ann Arbor and the City Administrator Milton Dohoney Jr. dated May 17, 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. The evaluation process for 2024/2025 has concluded and the Agreement needs to be amended accordingly;

Whereas, The evaluation process for 2023/2024 was conducted and R-24-419 - Resolution to Finalize Evaluation Report and Amend the Employment Agreement was approved on November 7, 2024, and amended accordingly;

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 manages services to the City Council, the Service Area Administrators, and all departments within the City;

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

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

Whereas, The results of the City Administrator's performance evaluation were discussed by the Council Administration Committee on January 13, 2026, at a regularly scheduled meeting of the Administration Committee;

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

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;

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

Whereas, The City Administrator currently earns a base salary of $280,000.00; and

Whereas, The Council Administration Committee unanimously recommended amending City Administrator Milton Dohoney Jr.'s Employment Agreement with the City and that the proposed amendment presented to City Council;

RESOLVED, That Section 3 of the employment agreement between Milton Dohoney Jr., and the City of Ann Arbor be amended to reflect:

1. An increase of $20,000.00 to the City Administrator's annual salary retroactive to and effective May 17, 2025 (as provided in Section 3 of the employment agreement); and

2. Section 3 of the Agreement be amended to also provide a one-time lump sum payment of 3% of the City Administrator's current salary which amounts to $8400.00.

RESOLVED, That the Council Administration Committee place a final written performance evaluation in the City Administrator'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 January 20, 2026

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