

**RESOLUTION NO. \_\_\_\_-23**

**A RESOLUTION OF APPRECIATION FOR MICHAEL SULLIVAN**

WHEREAS, the City has benefitted greatly from the dedicated service of Michael Sullivan, Chief Human Resources and Risk Officer, for the past 12 years; and

WHEREAS, Mike has led our City's employee group with distinction and compassion under three different mayors and has made many significant contributions to the City organization; and

WHEREAS, under his leadership, the professionalism of the City's Human Resources (HR) services has been elevated to new levels, and the City is a stronger and more desirable employer thanks to the work he and his team have done; and

WHEREAS, Mike moved the City forward into a professional, competitive, and responsible Employee Compensation approach, and an enhanced Employee Benefits and Wellness vision; and

WHEREAS, Mike created an effective service delivery model with HR Business Partners in a client-based arrangement to serve our departments; and

WHEREAS, Mike was instrumental in leading efforts to enhance the City's recruiting and staffing function, allowing the City to recruit and hire more than 1,700 new City employees during his tenure; and

WHEREAS, Mike worked with team members to create an actionable, effective organizational development and training plan for all levels of the City's organization, tied to the City's performance management plan; and

WHEREAS, Mike worked to enhance the City's employee benefits and wellness plans, resulting in competitive benefits packages for City employees and their families, while keeping costs lower than the national average; and

WHEREAS, Mike worked with the City's Risk department in order to provide better products and services to our employees in the areas of Workers' Compensation, Occupational Health, liability insurance, and safety; and

WHEREAS, Mike has been a champion for accessibility, leading the establishment of HR's Office of Accessibility, which has greatly enhanced the City's work to be compliant with the Americans with Disability Act (ADA) Title II. Cities around the state and even the country are looking to Colorado Springs as a model for these efforts; and

WHEREAS, Mike oversaw the creation of the City's Community and Cultural Outreach Office which is now an important function within the Mayor's Office; and

WHEREAS, Mike has been a champion for Equity, Diversity, and Inclusion efforts in the City organization, setting up for improved training programs for employees, achieving a Fair Pay Certification for the City (the first municipality to do so), putting in place guidelines to support transitioning employees in the workplace; and

WHEREAS, we appreciate his dedication, commitment, leadership, mentorship, and stewardship of taxpayer dollars throughout his years of service to the City; and

WHEREAS, the City wishes him happiness and success in all his future ventures.

**NOW, THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COLORADO SPRINGS:**

Section 1. That City Council recognizes Michael Sullivan for his 12 years of service, leadership, and contributions to the City of Colorado Springs.

DATED at Colorado Springs, Colorado this 28<sup>th</sup> day of November, 2023.

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Randy Helms, Council President

ATTEST:

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Sarah B. Johnson, City Clerk