



500 West Big Beaver
Troy, MI 48084
troymi.gov

CITY COUNCIL AGENDA ITEM

Date: May 31, 2022

To: Honorable Mayor and Troy City Council Members

From: Lori Grigg Bluhm, City Attorney

Subject: Thomas Darling v. City of Troy

The parties have negotiated a potential settlement in this employment law case for City Council's approval. The trial is scheduled to start on June 27, 2022, and based on this trial date, the City's attorney fees for its outside legal counsel are expected to significantly ramp up in the coming days. The negotiated settlement is significantly less than Plaintiff's demand, and is not an acknowledgement of any wrongdoing or any admission of liability. Instead, settlement is recommended because of the unpredictability of juries, and because the City continues to accrue attorney fees for our outside legal counsel, especially since this trial is expected to last for several days, and require testimony from several City employees. Our insurance company, the Michigan Municipal Risk Management Authority, is strongly encouraging a settlement, and would be responsible to pay the negotiated sum.

The parties are working on a proposed settlement agreement, which has been agreed to in principal, and is expected to be executed by Plaintiff before the Special Meeting. The proposed resolution authorizes the City Manager to sign the final release on behalf of the City. If properly executed, this case would then be dismissed.