
INTEROFFICE MEMORANDUM EMPLOYEE RECOGNITION FOR OUTSTANDING JOB PERFORMANCE

DATE: July 29, 2026
TO: Odis Jones, City Manager
FROM: Heather Baker, City Attorney
SUBJECT: Employee Recognition for Outstanding Job Performance - **Michael Cobden**

BACKGROUND

Michael Cobden is being recognized by the City Attorney's Office for his Outstanding Job Performance. Since joining Culver City almost two years ago, Michael has proven himself to have the skill and judgement to expertly function in his role as Deputy City Attorney. In his role handling special litigation, complex enforcement and special projects, Michael has demonstrated his ability to work independently, with little to no supervision, while performing high quality legal work on a multitude of significant and politically sensitive issues. For example, Mike successfully defended two appeals on writ litigation relating to the City's Move Culver City Project and the Rent Control and Tenant Protection Ordinances, and also prevailed in complex litigation relating to the Jubilo Village Project. During the first five months of 2026, in addition to his regular duties, Michael handled the planning/land use attorney role while a colleague was on maternity leave, while at the same time taking on time sensitive and crucial matters involving the City's and Housing Authority's newly formed joint powers authority. Mike is an exceptional City employee and a valuable member of our Team, and it is with great pleasure that I nominate him for this Outstanding Performance Award.

AUTHORITY

According to Civil Service Rule 15.2 and 15.3, employees exemplifying outstanding job performance criteria may be recognized for their performance through the Outstanding Job Performance Recognition program. The program allows for single awards or a combination of any of the outlined recognition awards.

RECOMMENDATION TO APPROVE

That the City Manager approve the Outstanding Job Performance Recognition award pursuant to Civil Service Rule 15.4 for Michael Cobden to receive an award of three (3) working days off with pay.

Approved By *Odis Jones*

Odis Jones, City Manager

07/21/2026

Date