

## Exhibit A

### **22-1-7. Staff and Support Personnel.**

- (1) Subject to the limitations and requirements of applicable budget appropriations, the City Council may appoint and remove such assistants and support staff as may be necessary to perform such functions and duties as may be assigned to them by the City Council.
- (2) The City Council at its sole discretion for Legislative branch employees may enter into written agreements at time of hire with its appointed support staff establishing a severance payment or allowing for their return to a prior position of employment provided that (a) no such agreement shall be effective unless in writing and attested by the City Recorder, (b) no severance payment shall exceed three months pay without express approval by the City Council, (c) the officer or employee has at least one year of full-time employment with Sandy City and (d) officers or employees with less than one-year employment with Sandy City may not exceed 25% of the pay earned for each week of employment during the first year of employment.
- (3) All severance agreements authorized by the City Council must be disclosed in writing to the Human Resources Department within one week of execution.
- (4) Nothing in this section may be construed to limit the City's ability to define cause for an employee termination or reduction in force either by general policy or through written directives to individual employees.