

**ORDINANCE 19-18**

AN ORDINANCE AMENDING SECTION 22-1-7 OF THE REVISED ORDINANCES OF SANDY CITY RELATING TO THE “STAFF AND SUPPORT PERSONNEL”, TITLE 22, “LEGISLATIVE CODE”; ALSO PROVIDING A SAVING CLAUSE FOR THE ORDINANCE AND AN EFFECTIVE DATE.

WHEREAS, it is necessary to amend Section 22-1-7 of the Revised Ordinances of Sandy City relating to the “Staff and Support Personnel”, Title 22, “Legislative Code” of the Revised Ordinances of Sandy City; and

WHEREAS, Section 10-8-84, Utah Code Annotated, authorizes such amendment in order to protect the public health, safety and welfare of the City;

NOW, THEREFORE, BE IT ORDAINED by the City Council of Sandy City as follows:


Section 1. Section 22-1-7 of the Revised Ordinances of Sandy City is hereby amended as set forth in **Exhibit A** which is attached to and incorporated in this ordinance.

Section 2. All former ordinances or parts thereof conflicting or inconsistent with the provisions of this ordinance or of the Code hereby adopted are hereby repealed.

Section 3. The provisions of this ordinance shall be severable; and if any provision thereof, or the application of such provision under any circumstances is held invalid, it shall not affect any other provision of this ordinance, or the application in a different circumstance.

Section 4. This ordinance shall become effective upon the later of publication of a summary thereof or sixty days.

PASSED AND APPROVED by the Sandy City Council this 30 day of July, 2019.

  
Chris McCandless, Sandy City Council



PRESENTED to the Mayor this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

APPROVED by the Mayor this \_\_\_\_\_ day of \_\_\_\_\_, 2019.

\_\_\_\_\_  
Kurt Bradburn, Mayor

ATTEST: *Council chair only*

*Wendy D.*  
City Recorder



RECORDED this 28 day of August, 2019.

SUMMARY PUBLISHED this 30 day of August, 2019.

## 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.