



Legislation Details (With Text)

**File #:** 19-205      **Version:** 1      **Name:**  
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**On agenda:** 6/18/2019      **Final action:**  
**Title:** Council Member Fairbanks introducing code amendment concepts clarifying severance payment procedures.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

| Date      | Ver. | Action By    | Action  | Result |
|-----------|------|--------------|---------|--------|
| 6/18/2019 | 1    | City Council | adopted | Pass   |

**Agenda Item Title:**

Council Member Fairbanks introducing code amendment concepts clarifying severance payment procedures.

**Presenter:**

Council Member Fairbanks

**Description/Background:**

Council Member Fairbanks proposes amendments to the Administrative Code (Title 6) and the Legislative Code (Title 22) clarifying employee eligibility for severance payments. Key concepts would include:

- Clarifying the Council's approval of the annual staffing and compensation plan
- Ensuring category 1 and 2 appointed officers are eligible for severance payments (excluding category 3 officers, probationary, part-time, and elected officials)
- Introducing a graduated severance payment scale for first year employees
- Retaining mayoral and council discretion to increase severance up to three months following an employee's first year
- Requiring disclosure of severance payments
- Ensuring all provision apply equally to future administrative and council employees

**Further action to be taken:**

Council Member Fairbanks will continue to work with staff and the City Attorney to develop specific language for the Council's further consideration.

**Recommended Action and/or Suggested Motion:**

Motion to proceed with the code amendments as described in the staff report and bring back language for further consideration.