



## Legislation Details (With Text)

**File #:** 19-247      **Version:** 1      **Name:**

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**File created:** 7/25/2019      **In control:** City Council

**On agenda:** 7/30/2019      **Final action:**

**Title:** Council Member Fairbanks requesting adoption of Ordinance 19-17 and Ordinance 19-18 respectively amending Title 6 and Title 22 of the Sandy City Code pertaining to employee severance payments.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. Ordinance 19-17.pdf, 2. 19-17 Exhibit A (Redline).pdf, 3. 19-17 Exhibit A (Clean).pdf, 4. Ordinance 19-18.pdf, 5. 19-18 Exhibit A (Redline), 6. 19-18 Exhibit A (Clean), 7. Executed Ord 19-18, 8. Executed Ord 19-17

Date	Ver.	Action By	Action	Result
7/30/2019	1	City Council	adopted	Pass

### Agenda Item Title:

Council Member Fairbanks requesting adoption of Ordinance 19-17 and Ordinance 19-18 respectively amending Title 6 and Title 22 of the Sandy City Code pertaining to employee severance payments.

### Presenter:

Council Member Fairbanks

### Description/Background:

On June 18 Council Member Fairbanks introduced a concept to amend the process for employee severance payments. In the ensuing weeks Council Member Fairbanks worked with the City Attorney, the Human Resources Department, and Council Office staff to further develop the proposal which now consists of amendments to Title 6 (Administrative Code) and Title 22 (Legislative Code). The amendments are attached to this agenda item.

The revised process would:

1. Clarify that only Category 1 and 2 appointed officers are eligible for a severance.
2. Require that an eligible employee have at least one-year of employment with City before being eligible for three-month severance.
3. Provide a pro-rated scale for severance payments to employees with less than one-year of employment.
4. Allow the Council to authorize an exception to the one-year requirement upon written request of the Mayor.
5. Require written disclosure of severance payments.
6. Ensure that these severance provisions apply equally to both administrative and council employees.

### Fiscal Impact:

There is no direct fiscal impact associated with this item.

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

Motion to adopt Ordinance 19-17 and 19-18 pertaining to employee severance payments, also providing a saving clause and effective date for each ordinance.