



Legislation Details (With Text)

File #: 19-169 **Version:** 1 **Name:**
Type: Resolution **Status:** Agenda Ready
File created: 5/23/2019 **In control:** City Council
On agenda: 5/28/2019 **Final action:**
Title: Council Member Fairbanks introducing code amendment on employee severance payments.
Sponsors:
Indexes:
Code sections:
Attachments: 1. Employee Separation Agreement, 2. Personnel Action Forms

Date	Ver.	Action By	Action	Result
5/28/2019	1	City Council	tabled	Pass

Agenda Item Title:

Council Member Fairbanks introducing code amendment on employee severance payments.

Presenter:

Council Member Fairbanks

Description/Background:

On April 24, 2019 Mayor Bradburn authorized a \$22,500.40 severance for the Project Analyst Manager. The employee who received this severance which was equal to three months pay had only worked for the City on a full-time basis for four months. A copy of the severance payment agreement is attached.

Section 6-5-3 of the Sandy City Municipal Code allows the Mayor to enter into such agreements but requires Council approval if the severance amount exceeds three-months pay. It says:

"The Mayor, at his sole discretion, may enter into written agreements with officers and employees specified in subsection (2) 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 and (b) no severance payment shall exceed three months pay without express approval by the City Council."

Council Member Fairbanks proposes to amend this section of code to also require Council approval for a severance of any amount offered to employees with less than one year of service.

Fiscal Impact:

No fiscal impact associated with this item.

Further action to be taken:

If this Council approves this concept, staff will prepare a resolution and code language for Council adoption at a future meeting.

Recommended Action and/or Suggested Motion:

Motion to direct staff to bring back a resolution and code language requiring Council approval for severance payments to employees with less than one year of service.