



Legislation Text

File #: 19-205, **Version:** 1

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.