

To: Mayor Harris and City Council members:
Fr: Ron Chandler
Dt: August 14, 2013
Re: A RESOLUTION AMENDING CHAPTER 4.1.2(1-5) OF THE NORTH OGDEN
CITY POLICIES AND PROCEDURES MANUAL

The amendments contained in the attached resolution should reflect the changes discussed in your August 13, 2013 meeting.

Resolution _____

**A RESOLUTION AMENDING CHAPTER 4.1.2(1-5) OF THE NORTH OGDEN CITY
POLICIES AND PROCEDURES MANUAL**

WHEREAS, Chapter 4.1.2(1-5) of the North Ogden City's employee policies and procedures manual includes severance pay for reduction in force layoffs; and,

WHEREAS, changes in economic conditions require flexibility to meet those changes; and,

WHEREAS, the North Ogden City Council has determined that Chapter 4.1.2(1-5) does not provide flexibility to meet changing economic needs.

BE IT THEREFORE RESOLVED by the North Ogden City Council Chapter 4.1.2(1-5) shall be amended as follows.

2. Reduction in force layoff. The City Manager, with the concurrence of the Mayor, may recommend termination of employees because of lack of funds or curtailment of work.
 1. Employees terminated from employment with the City in a reduction in force will be given severance pay as follows: the employee's final paycheck for hours worked but not yet paid, his/her accrued vacation, compensatory time and two (2) weeks of regular pay. Employees with more than five (5) years of employment with North Ogden shall receive two (2) additional days of regular pay for each one (1) year of service, up to two (2) additional weeks for a maximum of four (4) weeks of severance pay.
 2. If there is more than one employee serving in the same capacity in a department, the selection of the employee to be terminated shall be based upon the individual's ability to perform the work assignments within the affected department. All terminations under this paragraph shall be subject to the Mayor's approval.

ADOPTED AND PASSED THIS ____ DAY OF _____, 2013

Richard G. Harris, Mayor

CITY COUNCIL VOTE AS RECORDED

	Aye	Nay
Council Member Bailey:	_____	_____
Council Member Bigler:	_____	_____
Council Member Fawson:	_____	_____
Council Member Stoker:	_____	_____
Council Member Taylor:	_____	_____
(In event of a tie vote of the Council)		
Mayor Harris:	_____	_____

ATTEST:

S. Annette Spendlove, MMC
City Recorder