

## RESOLUTION 2019-XX

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, ESTABLISHING A SEVERANCE PAY PROGRAM FOR DESIGNATED CLASSIFICATIONS

THE CITY COUNCIL OF THE CITY OF FULLERTON HEREBY RESOLVES AS FOLLOWS:

1. A severance pay program ("Program") for the benefit of employees serving in designated classifications laid off from employment with the City is herein established.
2. Designated classifications for the Program shall include:
  - a. Motor Sweeper Operator
  - b. Other classifications as established by subsequent amendment to this Resolution.
3. An employee must meet all the following criteria to be eligible for severance pay under this Program.
  - a. Employee is a regular employee with the City, having completed his/her initial probation period;
  - b. Employee has received a notice of lay off from a designated classification;
  - c. Employee's employment with the City is terminated either because he/she:
    - i. Has no bumping rights to or has received no offer of employment in alternate classification, or
    - ii. Has submitted a written rejection of an offer of employment by the City in an alternate classification within the time period specified in the offer of employment.
4. An employee meeting all the eligibility requirements for the Program shall receive a lump sum amount via the City payroll system on the pay date following termination of his/her employment. Payment of the lump sum amounts shall be subject to withholding of all applicable taxes. Lump sum payments are not reportable to the California Public Employees Retirement System (CalPERS) as a part of the total compensation earnable. The lump sum amount will be based on the following table. One week of base salary shall be equivalent to forty (40) hours of the employee's hourly rate at the time of termination of employment:

Years of Service		Severance Amount
<i>At least:</i>	<i>Up to:</i>	
1 year plus 1 day	5 years	Equivalent of 8 weeks of base salary
5 years plus 1 day	10 years	Equivalent of 10 weeks of base salary
10 years plus 1 day	15 years	Equivalent of 12 weeks of base salary
15 years plus 1 day	20 years	Equivalent of 14 weeks of base salary
20 years plus 1 day	25 years	Equivalent of 16 weeks of base salary

25 years plus 1 day	30 years	Equivalent of 18 weeks of base salary
30 years plus 1 day	35 years	Equivalent of 20 weeks of base salary
35 years plus 1 day		Equivalent of 22 weeks of base salary

ADOPTED BY THE FULLERTON CITY COUNCIL ON JUNE 18, 2019

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Jesus J. Silva  
Mayor

ATTEST:

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Lucinda Williams, City Clerk

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Date