

**SALT LAKE COUNTY COUNCIL
RESOLUTION**

EMPLOYEE TRANSITION AND SEPARATION PAY

RESOLUTION NO. _____, 2019

A RESOLUTION OF THE COUNTY COUNCIL OF SALT LAKE COUNTY,
UTAH, PROVIDING FOR SEPARATION PAY TO EMPLOYEES OF PLANNING
AND DEVELOPMENT SERVICES WHO WILL BE SUBJECT TO A REDUCTION
IN FORCE .

BE IT KNOWN AND REMEMBERED:

THAT, the County Council of Salt Lake County, State of Utah, met in regular session of
the Council on July 30th, 2019.

RECITALS

1. Pursuant to agreement between the Greater Salt Lake Municipal Services District ("MSD") and Salt Lake County ("County"), the County has determined that certain employees of the County's Planning and Development Services Division ("PDS Employees") shall be separated from County employment on a future date ("Separation Date"). The MSD and the County currently contemplate that the Separation Date shall occur on or about September 30, 2019.
2. In recognition of the service of PDS Employees and the unique circumstances of the separations, the County Council has determined that it would be appropriate and in the public interest to provide separation pay to each Qualifying PDS Employee (as hereinafter defined) in the form of a one-time payment as set out herein. For purposes hereof, the term "Qualifying PDS Employee" shall mean any PDS Employee who is employed by the County on the date that the Reduction in Force notice is delivered by the County to such Qualifying PDS Employee and who does not exercise his/her "bumping" rights under Salt Lake County Human Resources Policy 2-900.

3. The Council finds that providing separation pay to the Qualifying PDS Employees is permitted under Salt Lake County Human Resources Policy 2-900(II)(O).

RESOLUTION

1. Qualifying PDS Employees shall be eligible for separation pay described herein.
2. A separation payment for eligible Qualifying PDS Employees shall be equal to one and a half week's pay for the employee at their rate of pay on the separation date, multiplied by every 5 years of the eligible employee's service, calculated from the employee's applicable merit date to the Separation Date, up to payment for a maximum of 25 years of service.

APPROVED AND ADOPTED in Salt Lake City, Utah, this _____ day of July, 2019.

By: _____
Richard Snelgrove, Council Chair

ATTEST:

Sherrie Swensen
Salt Lake County Clerk

APPROVED as to form:

Ralph Chamness, Chief Deputy District Attorney
Dated: 26 July 2019

Council Member Bradley voting _____
Council Member Bradshaw voting _____

Council Member Burdick voting	_____
Council Member DeBry voting	_____
Council Member Ghorbani voting	_____
Council Member Granato voting	_____
Council Member Jensen voting	_____
Council Member Newton voting	_____
Council Member Snelgrove voting	_____