

AN ORDINANCE NO. 87-142-143

**ADOPTED JUN 2 1987**  
Establishing guidelines for providing and computing  
severance pay for City of Richmond executive employees  
appointed by Council and terminated for reasons other than  
malfeasance.

\_\_\_\_\_  
Patron - Mr. Leidinger  
\_\_\_\_\_

THE CITY OF RICHMOND HEREBY ORDAINS:

If the Council of the City of Richmond shall terminate the employment of any person occupying an executive position, as designated in the then current pay plan as adopted by Council, to which such person has been appointed by the Council, for any reason other than malfeasance, such person shall be entitled to receive severance pay, in addition to any salary due and payable through the actual date of separation from the service of the City and the vacation pay, if any, to which such person may be entitled, which severance pay shall be computed on the basis of one month's pay for each full year of service in such position or prorata part of a month's pay for part year of service rendered to the City in such position; provided, however, such severance pay shall not exceed the amount of salary that would be due and payable for six months service in such position at the person's then current rate of pay; and further provided, that the City Council may, at the sole

discretion of City Council, grant severance pay to any such appointee in any amount it may determine under the prevailing circumstances to be appropriate; not, however, to exceed six times the then regular monthly rate of pay of such appointee.

Severance pay received under the provisions of this ordinance shall be included in any calculations of pay to which said appointee shall be credited in determining retirement benefits under applicable retirement program(s) maintained by the City for the benefit of its employees.

The above set out provisions shall apply to:

<u>Position</u>	<u>Name</u>	<u>Date Appointed to Position</u>
City Assessor	Richard A. Chandler	12/28/56
City Auditor	Terrill W. Ramsey	6/6/83
City Clerk	Joseph B. Ivey	11/17/84
Executive Director of Richmond Commission on Human Relations	Alfred E. Smith	9/1/83

Provided, however, and notwithstanding the provisions set out above, the following named Council appointees will be afforded six months severance pay:

<u>Position</u>	<u>Name</u>	<u>Date Appointed to Position</u>
City Attorney	Drew St.J. Carneal	11/12/85
City Manager	Robert C. Bobb	7/28/86

**ORDINANCE OR RESOLUTION SUMMARY**  
CITY OF RICHMOND, VIRGINIA

Resolution Ordinance No. .... 37-142 ..... Requested by ..Councilmember Leidinger..... Received City Manager's Office ..... Summarized .... June 15, 1987 .....	Subject Establishing severance pay guidelines for executive employees appointed by Council
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**SUMMARY**

This Ordinance would establish guidelines for providing and computing severance pay for City of Richmond executive employees appointed by Council and terminated for reasons other than malfeasance.

Severance pay to include:

1. Salary due and payable through actual date of separation;
2. Vacation pay, if entitled;
3. Severance pay--computed--one month's pay for each full year of service in such position or prorata part of a month's pay for part year of service in such position;
4. Severance pay shall not exceed amount of salary due and payable for six months of service in such position at their current rate of pay;
5. Or Council may grant any amount it may determine under the prevailing circumstances to be appropriate;
6. Severance pay shall be included in retirement calculations.

Affected positions: City Assessor, City Auditor, City Clerk, Executive Director of Richmond Commission on Human Relations.

Six months severance pay: City Attorney, City Manager

**COUNCIL ACTION**

On Docket	..... 6/22/87 .....
Amended	.....
Adopted	.....
Rejected	.....