

**2.62.040 SEVERANCE PAY FOR OFFICIALS NOT WITHIN CAREER AND PUBLIC SAFETY SERVICE:**

A. An appointed at will Department Director, City Recorder, City Engineer, member of the administrative staff in the Mayor's Office and member of the administrative staff of the City Council who has been employed full time by the City for at least one year and who is involuntarily terminated for any reason other than criminal wrongdoing, shall be entitled to receive severance pay. Severance pay is in addition to any accrued vacation owing at the time of termination. Severance is based on the employee's final salary as follows:

1. If the at will employee is terminated after fewer than two (2) years' full time employment, the employee shall receive an amount equivalent to one month's salary.
2. If the at will employee is terminated after more than two (2) years' full time employment, the employee shall also receive an amount equivalent to the final salary rate, prorated, at two (2) weeks' pay for each year of service in excess of two (2) years, up to a maximum of four (4) months' salary .

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