



## Legislation Text

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**File #:** 21-602, **Version:** 1

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**To:** Board of County Commissioners

**Through:** Board of County Commissioners

**Prepared By:**

Ron Carl, County Attorney

**Subject:**

Director Separation Agreements

**Purpose and Request:**

The purpose of this item is to request approval of a resolution authorizing the Chair of the Board of County Commissioners to execute separation agreements with the following Arapahoe County department directors: Manisha Singh, Director of Strategy and Performance, Bryan Weimer, Director of Public Works and Development, Michelle Halstead, Director of the Commissioners' Office, Todd Weaver, Director of Finance, Kathy Smith, Director of Community Resources, and Patrick O'Neil, Director of Facilities and Fleet Management.

**Background and Discussion:** The Board of County Commissioners has historically entered into separation agreements with each of its department directors. The agreements provide that in the event of an involuntary separation that is not for cause or due to illegal conduct, the County will provide six months' severance pay to the director. In exchange, the director agrees to provide at least 30 days-notice prior to a voluntary separation. The directors listed above have not yet had separation agreements approved or signed. The resolution and a sample separation agreement are attached.

**Alternatives:** The alternatives are to not provide separation agreements for directors, or to negotiate a different form of agreement.

**Fiscal Impact:** There will be no fiscal impact unless a director is terminated for a reason other than cause. In such event, the fiscal impact will be six months of their then current salary.

**Alignment with Strategic Plan:**

- ☒ Be fiscally sustainable
- ☐ Provide essential and mandated service
- ☐ Be community focused

**Concurrence:** N/A

**Resolution:** See attached resolution.