



## Request for City Council Committee Action from the Department of Human Resources

**Date:** June 9, 2010

**To:** Executive Committee

**Referral to:** N/A

**Subject:** Michael Jordan Severance

**Recommendation:** The Executive Committee, in accordance with M. C. O. § 20.456 (C), grant Michael Jordan either an additional three (3) months of severance pay or outplacement assistance in an amount equal to three (3) months of severance pay.

### Department Information

Prepared by: Pamela French, Human Resources Director

Approved by: \_\_\_\_\_  
Pamela French, HR Director                      Steven Bosacker, City Coordinator

Presenters in Committee: Pam French, HR Director

### Financial Impact

- Other financial impact – Action is required but has an unbudgeted impact on the department's budget.

### Supporting Information

Michael Jordan, former Director of Civil Rights, is eligible for severance pay in that he was not reappointed to his appointed position.

M.C.O. § 20.4456 (C) provides:

If the Executive Committee does not intend to reappoint a department head who is appointed for a term, the Executive Committee shall provide notice of its decision to that department head at least three (3) months prior to the end of the department head's current term. If the Executive Committee fails to provide such notice, the department head shall receive, at the sole discretion of the Executive Committee, either an additional three (3) months of severance pay or outplacement assistance in an amount equal to three (3) months of severance pay.

Mr. Jordan received notice on October 25<sup>th</sup> that he would not be reappointed to the Director of Civil Rights and therefore was not provided with at least three (3) months notice prior to

the end of his term as required by the ordinance above. Consequently, Mr. Jordan is eligible for additional severance as provided in M.C.O. § 20.456 (C). The Executive Committee must decide whether to approve an additional three (3) months of severance pay or outplacement assistance in an amount equal to three (3) months of severance pay.