

Resolution No. 2004-12 A
PAHRUMP TOWN BOARD

RESOLUTION TO PROVIDE A STANDARD SEVERANCE PAY POLICY FOR
NON-BARGAINING UNIT EMPLOYEES

WHEREAS, the unincorporated Town of Pahrump has found the Town's Personnel Policy does not contain a provision for severance pay in the event of "layoff" of employment from the Town; and

WHEREAS, the Town Board of Pahrump finds there is no legal requirement mandating the payment of severance benefits, but that it is a discretionary benefit that should apply to all non-bargaining unit employees; and

WHEREAS, the Town Board finds there is a need for a standard policy to allow for consistent treatment of employees separating from employment predicated on length of service to the Town; now

THEREFORE, the Town Board of the unincorporated Town of Pahrump does hereby resolve as follows: Severance pay may be paid in accordance with the following schedule to any non-bargaining unit employee "laid off" predicated on the separating employee signing a Severance Agreement to not bring legal action against the Town for any reason. Said payment to be made in one lump sum in a final check. This "Severance" provision shall become a part of the Town's Personnel Policy Manual.

More than 1 year of service but less than 2 years: 1 week of severance pay
More than 2 years of service but less than 5 years: 3 weeks of severance pay
More than 5 years of service but less than 10 years: 6 weeks of severance pay
More than 10 years of service but less than 15 years: 9 weeks of severance pay
More than 15 years of service but less than 20 years: 12 weeks of severance pay
More than 20 years of service: 16 weeks of severance pay

Motion ^{MOTIONED} ~~proposed~~ by Town Board Member: ED BISHOP

Motion seconded by Town Board Member: CHARLOTTE LEVAR

Approved on the 24th day of August, 2004

VOTE: 4-1

AYES: PAULA GADDEN
RICHARD BILLMAN
CHARLOTTE LEVAR

NAYS: JEANNA HOWARD

ATTEST:

ED BISHOP

Town Board Chairperson