



CITY OF RAPID CITY

RAPID CITY, SOUTH DAKOTA 57701-5035

COMMUNITY RESOURCES DEPARTMENT

HUMAN RESOURCES DIVISION

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MEMORANDUM

TO: Legal & Finance Committee
FROM: Jeff Barbier, Community Resources Director
DATE: September 28, 2011
RE: Employee Severance Plan Options

Three possible options regarding the Employee Severance are enumerated as follows:

- 1) The plan continues as currently written with the six month maximum payout.
- 2) The plan continues with a shorter maximum payout, perhaps three months.
- 3) The plan is eliminated on the basis that many other cities do not have this type of plan.

If the Employee Severance Plan is continued in any form, it is requested that the Rapid City Common Council amend the Rapid City Non Union Employee Guide to add the positions of Airport Director, Civic Center Director, Library Director, and Executive Assistant to the Mayor to the list of positions eligible for the plan. Any person serving in these positions before September 1, 2011 would be added to the list of employees in the previous memo dated August 31, 2011 and would be covered by the current Employee Severance Plan for the duration of their employment with the City of Rapid City.

Since 2000, four individuals have received payouts under the plan:

Robert Jackson - \$37,495.00

Daniel Bjerke - \$44,000.32

Mason Short - \$33,132.80

Marcia Elkins - \$64,844.00



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