



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: August 31, 2011
RE: Employee Severance Plan

Approval of the Rapid City Common Council is requested for the removal of the Employee Severance Plan for appointed positions within the City of Rapid City for those employees appointed by the Mayor after September 1, 2011. The removal of the Employee Severance Plan would require an amendment to the Non Union Employee Information Guide for City employees. Research has shown that a severance package of this type is not common practice within other municipalities. Examples of the other municipalities polled by this research policy are included with this memo.

For those employees appointed before September 1, 2011, the Employee Severance Plan would remain unchanged for the duration of their employment with the City of Rapid City. Although the resolution making this change will not be effective until 20 days after publication of the City Council minutes, it is the intent of the City Council that the removal of the severance provision be made retroactive to September 1, 2011. Appointed officials that would continue to be covered by the current Employee Severance Plan for the duration of their employment with the City include:

Steve Allender, Chief of Police
Mike Maltaverne, Fire Chief
Pauline Sumption, Finance Officer
Mary Floto, Assistant Finance Officer
Joel Landeen, Assistant City Attorney
Wade Nyberg, Assistant City Attorney
Allison Marsland, Assistant City Attorney
Jeff Barbier, Community Resources Director
Brett Limbaugh, Growth Management Director
Jerry Cole, Parks and Recreation Director
Dale Tech, City Engineer



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