City Council

Notice of Motion

MM12.9	ACTION			Ward:All

Addressing Arbitrary Limitations of Council Staff Severance Packages - by Councillor Paula Fletcher, seconded by Councillor Shelley Carroll

* Notice of this Motion has been given.
* This Motion is subject to referral to the Executive Committee. A two-thirds vote is required to waive referral.

Recommendations

Councillor Paula Fletcher, seconded by Councillor Shelley Carroll, recommends that:

1. City Council direct the City Clerk, in consultation with the City Solicitor and the Executive Director, Human Resources, to report to City Council on options to address the current prohibition clause in severance packages for Council staff.

Summary

The current City policy for separation packages for Council staff includes a provision that prohibits the employee from working for the City and certain agencies for two years, irrespective of the amount of severance received. The only exemption is for Council staff, who, if they repay the severance, can return to work for another Member of Council within the two-year period.

The limitation of two years was put in place at amalgamation. This two-year limitation has continued since, being applied to all departing Council staff, irrespective of their years of service and the size of the severance package. This limitation seems arbitrary, and is inherently unfair to those employees who have a short service period and thus, are only provided with a very small severance package.

For example, an employee who has 18 months of service would receive a severance equivalent to three weeks' of salary. However, the employee cannot come back to work for the City for two years. The formula seems skewed. The time employees are prohibited to return to the City should correspond to the time equivalence of the severance they receive.

Staff should review the policy and report to City Council on options to address the current policy for Council staff.

Background Information (City Council)
Member Motion MM12.9