

ORDINANCE No. 184958 As Amended

Allow a Commissioner-in-Charge to enter into an employment agreement with a bureau director (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. Employment agreements with top level government officials are becoming more commonplace and are a critical tool in recruiting for highly skilled bureau directors.
2. City policy currently allows the Commissioner-in-Charge, with the Bureau of Human Resources Director's approval, to provide a targeted severance payment to a terminated director. Most often these payments are provided when the separation is "for cause."
3. A City policy that allows the Commissioner-in-Charge to enter into an employment agreement that specifies how much severance will be paid if a bureau director is terminated without cause and prohibits a severance payment when the termination is for cause not only increases accountability but makes the City of Portland an attractive employer for top notch talent at the highest levels in the organization.

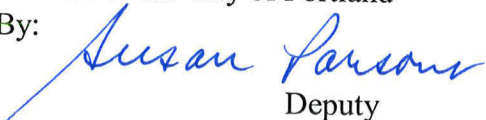
NOW, THEREFORE, the Council directs:

- a. The Director of the Bureau of Human Resources to amend Human Resources Administrative Rule 8.04 - Compensation to allow employment agreements for bureau directors hired after July 1, 2011 (Exhibit A, page 3).
- b. The Director of the Bureau of Human Resources to amend the Targeted Severance Program to allow for a severance payment with a floor of six months salary to a ceiling of one-year salary plus paid health benefits, as currently provided under the Program, to any bureau director hired after July 1, 2011 who is terminated without cause for up to 36 months from the date of hire.
- c. The Director of the Bureau of Human Resources to provide a model employment agreement consistent with the terms of this ordinance for a fixed term of 36 months from the date of hire to be entered into with all bureau directors hired after July 1, 2011, subject to the signature and approval of the Commissioner-in-Charge and the Director of the Bureau of Human Resources.

Passed by the Council: **OCT 26 2011**

Commissioner Nick Fish
Prepared by: Anna Kanwit
Date Prepared: October 4, 2011

LaVonne Griffin-Valade
Auditor of the City of Portland


By: 
Deputy

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Agenda No. **184958** As Amended
ORDINANCE NO.
 Title

* Allows a Commissioner-in-Charge to enter into an employment agreement with a bureau director (Ordinance)

<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Fish</p> <hr/> <p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Adams</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish <i>Comm. Fish by Fish</i></p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard</p> <hr/> <p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: Bureau of Human Resources Bureau Head: Yvonne L. Deckard <i>Yvonne L. Deckard by AK</i></p> <p>Prepared by: Anna Kanwit Date Prepared: October 4, 2011</p> <p>Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Council Meeting Date October 19, 2011</p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p>	<p>CLERK USE: DATE FILED <u>OCT 14 2011</u></p> <hr/> <p style="text-align: right;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By:  Deputy</p> <p>ACTION TAKEN:</p> <p style="text-align: center;">OCT 19 2011 PASSED TO SECOND READING As Amended OCT 26 2011 9:30 A.M.</p>
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AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input checked="" type="checkbox"/></p> <p>Total amount of time needed: 15 minutes (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	.	✓
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Leonard	4. Leonard	✓	
Adams	Adams	_____	