

ORDINANCE No. 188895

*Authorize a Severance Program for the Auditor's Office (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. City Charter, Chapter 2, Article 5, Section 2-501 makes the Auditor's Office subject to the supervision and control of the Auditor of the City of Portland.
2. Section 2-503, provides that the City Auditor is administratively independent of City bureaus, including the Bureau of Human Resources, in the exercise of the Auditor's duties.
3. Section 2-506(b) authorizes the Auditor to make personnel decisions as they pertain to the Auditor's Office. It says the Auditor shall establish and administer human resources policies and rules for the Office of the Auditor that are consistent with the City's human resources policies and rules except where those rules impair the Auditor's independence.
4. Pursuant to the Auditor's Charter authority, the Auditor is establishing a targeted severance policy for Auditor's Office employees that is consistent with the City's Targeted Severance Program.
5. City Council adopted and revised a Targeted Severance Program for City employees in 2001 through Ordinance 171215 and Ordinance 176020. Under the City's program, subject to the Bureau of Human Resources Director's approval, bureaus may use the Targeted Severance Program as a tool to aid in organizational change as well as during periods of fiscal emergency and resource constraints.
6. Attached as Exhibit A is the Auditor's Severance Program guidelines, which were developed using the most recent version of the Bureau of Human Resources' Program guidelines. The key difference is that the Auditor administers the Auditor's severance program and has independent authority to approve severance agreements for Auditor's Office employees.
7. Unless otherwise authorized by City Council, all payments under the severance program are absorbed by the Auditor's Office.

NOW, THEREFORE, the Council directs:

- a. The Auditor's Severance Program is hereby established in accordance with Exhibit A for the Auditor's Office.

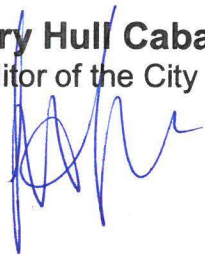
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- b. The City Auditor is hereby authorized to enter into Severance Agreements with eligible employees in the Auditor's Office on behalf of the City.
- c. All funding for the Auditor's Severance Program shall be absorbed by the Auditor's budget.
- d. The Auditor is authorized to make updates and revisions to the Auditor's Severance Program guidelines (as reflected in Exhibit A) through administrative rule change as necessary; however, the severance amount authorized may not exceed one year and COBRA benefits may not exceed six months.

Section 2. The Council declares that an emergency exists so the Auditor's Severance Program may be implemented without delay; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: APR 18 2018

City Auditor Mary Hull Caballero
Prepared by: Mary Hull Caballero
Date Prepared: April 9, 2018

Mary Hull Caballero
Auditor of the City of Portland
By 

Deputy

Agenda No. **ORDINANCE NO. 188895**

Title

*Authorize a Severance Program for the Auditor's Office (Ordinance)

<p>INTRODUCED BY Commissioner/Auditor: <i>Mary Hull Caballero</i> Mary Hull Caballero COMMISSIONER APPROVAL</p> <p>Mayor—Finance & Administration - Wheeler</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Eudaly</p> <p>BUREAU APPROVAL Auditor's Office Approval: Mary Hull Caballero</p> <p>Prepared by: Mary Hull Caballero Date Prepared: April 9, 2018</p> <p>Impact 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>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date April 18, 2018</p>	<p>CLERK USE: DATE FILED <u>APR 10 2018</u></p> <p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <i>[Signature]</i> Deputy</p> <p>ACTION TAKEN:</p>
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AGENDA

TIME CERTAIN
Start time: _____
Total amount of time needed: _____
(for presentation, testimony and discussion)

CONSENT

REGULAR
Total amount of time needed: _____
(for presentation, testimony and discussion)

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