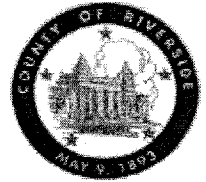


**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**FROM:** Supervisor Stone

**SUBMITTAL DATE:**  
September 27, 2007

**SUBJECT:** Management Resolution 2007-016

**RECOMMENDED MOTION:** Direct Human Resources to reevaluate Article 6, Section 601.E.2.5.6. and 7 as it relates to severance pay for At-Will Employees.

**BACKGROUND:** As it currently reads, the Management Resolution allows for severance pay to be allocated to At-Will employees of the Sheriff's Department, the Community Health Agency and the District Attorney at the sole discretion of the elected official or department head. The resolution also provides that all other assistant department heads or their equivalent are entitled to severance pay based on time in service. Insofar as this discretion usurps the authority of the Board to award the appropriate amount of severance pay to At-Will employees, it is recommended that the Management Resolution be amended to provide for severance pay for all departments be at the discretion of the Board of Supervisors as recommended by the elected official or department head.

Departmental Concurrence

  
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Jeff Stone

Dept't Recomm.:  Consent  Policy  
Per Exec. Ofc.:  Consent  Policy

Prev. Agn. Ref.:

District:

Agenda Number:

3.79