

RESOLUTION NO. _____

**RESOLUTION DELEGATING AUTHORITY TO A SEVERANCE COMMITTEE
COMPOSED OF THE HUMAN RESOURCES DIRECTOR, RISK MANAGER,
COUNTY ADMINISTRATIVE OFFICER, AND COUNTY COUNSEL TO OFFER UP
TO EIGHT WEEKS OF SALARY IN EXCHANGE FOR SEVERANCE AGREEMENTS
IN DESIGNATED SITUATIONS**

WHEREAS, the Board of Supervisors is authorized by the provisions of Section 935.4 and 949 of the Government Code of California to delegate authority by ordinance or resolution to an employee(s) of the County of Humboldt to perform those functions of the governing body of the public entity to allow, settle, or compromise claims and pending actions against the County of Humboldt; and

WHEREAS, pursuant to Article XI, Section 7 of the California Constitution, the Board of Supervisors may make and enforce all ordinances and regulations not in conflict with general laws; and

WHEREAS, the Board of Supervisors finds that severance agreements that incorporate releases and waivers of employment-related claims serve a public purpose; and

WHEREAS, the Human Resources Director has recommended that authority be delegated to a committee composed of the Human Resources Director, Risk Manager, County Administrative Officer, and County Counsel (“Severance Committee”) to offer up to eight weeks of salary in exchange for severance agreements in designated situations described herein; and

WHEREAS, it furthers effective and efficient government operations and liability management to delegate this authority to the Severance Committee.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. That the Board of Supervisors of the County of Humboldt hereby delegates authority to a Severance Committee composed of the Human Resources Director, Risk Manager, County Administrative Officer and County Counsel to offer severance agreements to employees in situations where the Severance Committee unanimously agrees that a severance agreement would avoid potential legal exposure for the County.

2. The Severance Committee is delegated authority to draft administrative procedures for review of potential severance situations consistent with the Board’s delegation of authority and limitations stated herein. Such procedures should include consultation with involved department heads.

3. Any severance agreement shall be approved as to form and content by all the members of the Severance Committee and require the separating employee to release and waive any potential claims against the County.

4. Any severance agreement which would exceed eight weeks salary or if eight weeks of employee salary would exceed Twenty Thousand Dollars (\$20,000.00) shall not be subject to this resolution and would require Board approval.

5. Any severance agreement involving a Department Head shall not be subject to this resolution and would require Board approval.

6. The Auditor-Controller of the County of Humboldt is hereby authorized and directed to cause warrants or checks to be issued upon the treasury of Humboldt County in the amount for which a severance agreement has been approved by the Severance Committee pursuant to the authority and terms of this Resolution.

7. This Resolution is not intended to limit the delegation of authority to the Risk Manager pursuant to Resolution 19-30.

7. This Resolution shall take effect upon approval.

Dated: January 14, 2020

Estelle Fennel, Chair of the Board
Humboldt County Board of Supervisors

Adopted on motion by Supervisor _____, seconded by Supervisor _____ and the following vote:

AYES: Supervisors--
NOES: Supervisors--
ABSENT: Supervisors--
ABSTAIN: Supervisors--

STATE OF CALIFORNIA)
) ss.
County of Humboldt)

I, KATHY HAYES, Clerk of the Board of Supervisors, County of Humboldt, State of California, do hereby certify the foregoing to be a full, true and correct copy of the original made in the above-entitled matter by said Board of Supervisors at a meeting held in Eureka, California as the same now appears of record in my office.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Seal of said Board of Supervisors

KATHY HAYES

Clerk of the Board of Supervisors of the County of Humboldt,
State of California