

RESOLUTION NO. 23B-83

SEVERANCE PAY

WHEREAS, Mason County has had a policy of paying severance pay to employees who have been involuntarily separated from employment; and

WHEREAS, such policy should be defined in writing;

NOW THEREFORE BE IT RESOLVED, that every employee of Mason County shall serve a probationary period of six months from date of hire or rehire after layoff unless a different probationary period is prescribed by state statute, and further that no person terminated voluntarily or involuntarily within such probationary period shall receive severance pay; and further that within such probationary period, the employee is subject to termination with or without cause; and

BE IT FURTHER RESOLVED, that each Mason County employee who is terminated involuntarily after successful completion of such probationary shall be paid two weeks severance pay at the employee's then wage or salary rate except that no severance pay shall be paid to any employee involuntarily separated for disciplinary reasons such as, but not limited to, dishonesty, insubordination, or actual or threatened physical violence against another Mason County employee or official; and

BE IT FURTHER RESOLVED, that an employee who voluntarily terminates his employment with Mason County by resignation, change of residency to another county, or any other action, shall not be paid severance pay in any amount.

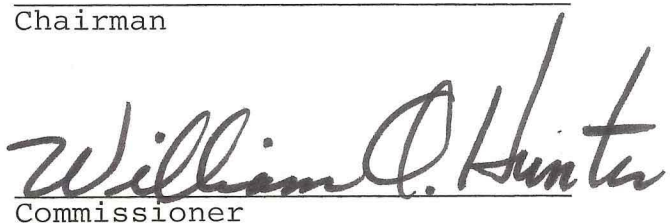
ADOPTED this 7th day of March, 1983.

BOARD OF COUNTY COMMISSIONERS
MASON COUNTY, WASHINGTON

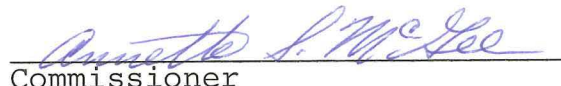
APPROVED AS TO FORM:


Chairman


Mason County Prosecutor


Commissioner

ATTEST:


Commissioner


Clerk of the Board

xc: Auditor, Cmmrs, Accounting Dept (2), Elected Officials/Dept Heads