

CITY OF LAKE OZARK
A Missouri Municipality of the 4th Class

BILL NO.: 2023-45

ORDINANCE NO.: 2023-45

**AN ORDINANCE PROVIDING FOR SEVERANCE BENEFITS FOR EXISTING
POLICE DISPATCH EMPLOYEES**

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides for the adoption of policies and procedures to establish a guide to administrative action concerning various personnel expectations, rights, activities and transactions; and

WHEREAS, § 120.030 of the Municipal Code of the City of Lake Ozark, Missouri provides that the Personnel Policies and Procedures Manual for the City of Lake Ozark may be changed or modified from time to time with the approval of the City Administrator and the majority of the Board of Aldermen of the City of Lake Ozark; and

WHEREAS, the City Administrator has proposed a temporary modification of the personnel policies and procedures of City of Lake Ozark related to present full-time and part-time dispatch employees due to the outsourcing of the police communications (dispatch) center. As incentive to keep existing staff through the transition of the communications services and to assist employees in transitioning to new employment, the following severance is authorized:

1. All dispatch employees, to be eligible for the severance benefits described herein, must remain as an employee of the City in their current capacity from the date of this ordinance (or their hire date for employees hired after this ordinance) until another entity takes over the full-time communications (dispatch) functions of the Lake Ozark Police Department; and
2. All full-time employees shall receive full payout of all unused accrued vacation and sick leave time in addition to receive the sum of \$100.00 for every month of service to the date of termination, for up to a maximum of sixty (60) months; and
3. All part-time employees will receive a lump sum of \$500.00, regardless of the length of service; and
4. All benefits are subject to employment tax withholding; and
5. Acceptance of the severance benefits is voluntary. Any employee accepting the severance benefits shall be required to execute an acknowledgement that the acceptance of the severance benefits may affect their eligibility and/or amount of any unemployment insurance benefits that they may otherwise be entitled to receive; and

6. Nothing herein changes the any employee's status as an "at-will" employee subject to the City's personnel policies and procedures.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF LAKE OZARK, MISSOURI AS FOLLOWS:

Section 1 of this Ordinance. The Board of Aldermen hereby approves and adopts as a special one-time provision a severance package upon the terms and conditions as set forth hereinabove and authorizes the City's personnel management team to implement the severance program for the City's current dispatch employees.

Section 2 of this Ordinance. This Ordinance shall take effect and be in full force from and after its passage by the Board of Aldermen of the City of Lake Ozark.

First Reading: October 10, 2023

Second Reading: October 24, 2023

DULY READ AND APPROVED THIS 24th DAY OF OCTOBER 2023.


Alderman Jackson	Aye
Alderman Watts	Aye
Alderman Thompson	Aye
Alderman Neels	Absent
Alderman Ridgely	Aye
Alderman Denny	Aye

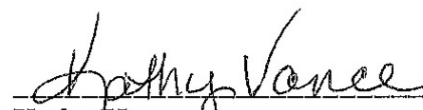
APPROVE:

ATTEST:

MAYOR:

CITY CLERK


Dennis Newberry


Kathy Vance

