

**SECTION 3.5.4 SEVERANCE PAY.** An employee in the Unclassified Service may be eligible to receive severance pay, upon approval of the Chief Administrative Officer or, in the case of Board appointed Executive Management positions, the Board of Supervisors where the Chief Administrative Officer or the Board, where it involves a Board appointment Executive Manager, determine it is in the County's best interest or where the employment is terminated by the County and the employee resigns in lieu of termination. The severance benefits are conditioned on the employee entering into an enforceable and irrevocable general release in favor of the County and all affiliates within 30 days following the end of the employee's employment with the County. However, no severance pay may be offered or paid if terminated, or where there is a resignation in lieu of termination, is for reasons of malfeasance in office or conviction of a crime involving moral turpitude.

(Added 01/31/86, Ord. No. 7079)  
(Amended 04/29/97, Ord. No. 8785)  
(Amended 09/29/06, Ord. No. 9799)  
(Renumbered 01/18/08, Ord. No. 9912)  
(Amended 06/24/25, Ord. No. 10947)  
(Amended 09/09/25. Ord. No. 10953)