

# Severance Clause Policy

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Town of Bar Harbor

Whereas, the Town Council has determined that all department heads must enter into fixed term employment agreements, in order to limit the Town's liability should it become necessary to discharge an employee, and

Whereas, retention of valued, productive and experienced department heads requires that the Town agree to a severance provision in those employment agreements in order to guarantee a minimum level of security in the employee's financial affairs, now therefore

Be it resolved, that the Town Manager is directed to include no more than the following amount of severance pay in the employment agreements of new department heads:

Length of Service	Months of Severance
0-1 Years	0
1-3 Years	1
3-6 Years	3
6-9 Years	6
9-12 Years	9
Over 12 Years	12

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## LEGISLATIVE HISTORY

7-2-13 New policy proposed by Manager in response to Councilor input  
8-20-13 Formal policy adopted by Council