



City of Columbia

701 East Broadway, Columbia, Missouri 65201

Department Source: Law

To: City Council

From: City Manager & Staff

Council Meeting Date: November 26, 2018

Re: Authorizing a Mutual Severance Agreement with Michael Matthes

Executive Summary

A mutual severance agreement has been prepared in connection with the resignation of City Manager Michael Matthes.

Discussion

On May 1, 2011 the City entered into an Employment Agreement with Michael Matthes to serve as the City Manager for an indefinite term. The Employment Agreement was amended on August 21, 2012 and December 7, 2015. The Employment Agreement provided for resignation of Mr. Matthes by mutual agreement of the parties.

The attached agreement provides for the terms and conditions of the resignation of Mr. Matthes by mutual agreement and establishes the severance pay which was proscribed in the Employment Agreement.

Fiscal Impact

Short-Term Impact: One-time severance payment of \$166,456.16 and the pay out of vacation and holiday hours at the rate of \$80.027 per hour.

Long-Term Impact: None.

Strategic & Comprehensive Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

| Date | Action |
|------|--------|
| | None. |

Suggested Council Action

None.