

Level of pay of the City Clerk, City Auditor, Municipal Clerk and City Manager for the past three years, including percentage of pay raises.

| Fiscal Year | Citywide Pay Increase | City Auditor | City Clerk | Clerk of the Municipal Court (Shaded area Starks) | City Manager |
|---------------|-----------------------------|--|--|---|---|
| 2012/ 2013 | 3.0% ATB applied Oct '12 | | Hire Date: Jan 27, 2013 \$113,464 | 5.0% applied Oct '12 \$118,539 | 3.0% applied Oct '12 \$256,755 |
| 2013/ 2014 | 1.5% ATB applied Oct '13 | | 1.5% applied Oct '13; \$0.36 applied Apr '14 \$115,170/\$116,667 | 1.5% + car allowance to base pay applied Oct '13; \$0.36 applied Apr '14 \$123,094/\$123,843 | 1.5% + car allowance to base pay applied Oct '13; \$0.36 applied Apr '14 \$269,006/\$269,755 |
| 2014/ 2015 | 3.5% ATB applied Oct '14 | Hire Date: May 31, 2015 \$145,017.60 | 5.5% applied Oct '14 \$123,094.40 | 3.5% applied Oct '14 \$128,190 Vacant: April 1, 2015 | 3.5% applied Oct '14 \$279,198 |
| 2015/ 2016 | 3.0% ATB Oct '15 | Proposed 3.0% Oct '15 \$149,350.00 | Proposed 3.0% Oct '15 \$126,787.23 | Proposed 3.0% Oct '15 (acting Clerk) \$129,450.24 | Proposed 3.0% Oct '15 \$287,574.35 |

| Appointee | Total Salary Annual | Current Salary + taxes + retirement | Base 3% Increase Annual | Base Salary FY16 | New salary + taxes + retirement | All Cost Current vs. Proposed Variance |
|------------------|---------------------|-------------------------------------|-------------------------|------------------|---------------------------------|--|
| City Manager | \$279,198.40 | \$340,849.49 | \$8,375.95 | \$287,574.35 | \$350,854.56 | \$10,005.07 |
| City Auditor | \$145,000.00 | \$180,549.50 | \$4,350.00 | \$149,350.00 | \$185,745.58 | \$5,196.08 |
| City Clerk | \$123,094.40 | \$154,383.26 | \$3,692.83 | \$126,787.23 | \$158,794.35 | \$4,411.09 |
| Muni Court Clerk | \$125,679.84 | \$155,414.99 | \$3,770.40 | \$129,450.24 | \$173,566.41 | \$18,151.43 |

*** Employer Taxes/Retirement Contribution**

6.20% - OASDI (Social Security; capped at \$118.5K)

1.45% - Medicare

18.00% - Retirement

25.65% - Total

Base Salary Market Comparison to Large Texas Cities

| Appointee | Salary Comparison |
|------------------|-------------------|
| City Manager | -21.10% |
| City Auditor | -5.11% |
| City Clerk | -4.00% |
| Muni Court Clerk | -5.30% |

**CoA Council Appointees
FY16 3% ATB Increases**

Late Backup

| Appointee | Base Salary - Per Pay Period | Base Salary Annual | Acting Pay Annual | Total Salary Annual | Current Salary + taxes + retirement | Base 3% Increase Annual | Base Salary FY16 | Total Employer Cost with 3% | New salary + taxes + retirement |
|------------------|---------------------------------|-----------------------|----------------------|------------------------|---|-------------------------------|---------------------|--------------------------------|---------------------------------------|
| City Manager | \$10,738.40 | \$279,198.40 | \$0.00 | \$279,198.40 | \$340,849.49 | \$8,382.40 | \$287,580.80 | \$350,862.27 | \$10,012.78 |
| City Auditor | \$5,576.92 | \$145,000.00 | \$0.00 | \$145,000.00 | \$180,549.50 | \$4,347.20 | \$149,347.20 | \$185,742.23 | \$5,192.73 |
| City Clerk | \$4,734.40 | \$123,094.40 | \$0.00 | \$123,094.40 | \$154,383.26 | \$3,702.40 | \$126,796.80 | \$158,805.78 | \$4,422.52 |
| Muni Court Clerk | \$4,394.40 | \$114,254.40 | \$11,425.44 | \$125,679.84 | \$155,414.99 | \$3,432.00 | \$117,686.40 | \$159,514.51 | \$4,099.52 |

*** Employer Taxes/Retirement Contribution**

6.20% - OASDI (Social Security; capped at \$118.5K)

1.45% - Medicare

18.00% - Retirement

25.65% - Total