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ORDINANCE NO.

**AN ORDINANCE ESTABLISHING COMPENSATION AND BENEFITS
FOR THE MUNICIPAL COURT CLERK; AND REPEALING PART 1 OF
ORDINANCE NO. 20171019-028.**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

PART 1. The City Council establishes the following compensation and benefits
for the Municipal Court Clerk, Mary Jane Grubb:

- (A1) Annual salary of \$_____, paid in accordance with normal
payroll practices. [OR]
- (A2) Annual salary of \$_____, plus an annual salary increase on
the same terms as the base pay increase provided to the non-sworn
employees in the City's Fiscal Year 2018-2019 budget.
- (B) The Municipal Court Clerk shall receive the following benefits:
 - (1) choice of medical and dental plans currently offered to City
employees;
 - (2) mandatory participation in the Employees' Retirement System,
with a City subsidy equivalent to that provided City employees;
 - (3) annual physical examination, with the City reimbursing the clerk
for up to \$500 for co-payments not covered by health plan;
 - (4) Group term life insurance of one times annual salary;
 - (5) optional supplemental group term life insurance and dependent
coverage currently offered to City employees;
 - (6) short-term disability insurance as provided in the benefits
package for City employees;
 - (7) optional long-term disability insurance as provided in the
benefits package for City employees;
 - (8) sick leave, accruing at a rate of 8 hours per month with no
maximum accrual limit;

- (9) personal leave, accruing at a rate of 1.92 days per month (23 days per year) with a maximum accrual limit of 400 hours and limited to 240 hours pay out upon separation of employment;
- (10) paid holidays as designated by the council, with two additional personal holidays of the clerk's choosing;
- (11) wireless telephone allowance of up to \$43.86 each pay period (equivalent to \$1,140.36 annually), subject to applicable taxes;
- (12) service incentive pay in accordance with City's Personnel Policies, Chapter A;
- (13) professional counseling through the Employee Assistance Program as provided in the benefits package for City employees;
- (14) optional participation in the City's FLEXTRA program and in deferred compensation programs as provided in the benefits package for City employees.

PART 2. Part 1 of Ordinance No. 20171019-028 is repealed.

PART 3. This ordinance takes effect the same date that pay adjustments for the City's non-sworn workforce become effective under the budget for the 2018-19 fiscal year. The compensation and benefits established in this ordinance beyond the first day of the first pay period for Fiscal Year 2018-2019 are contingent upon their funding in the City's 2018-2019 budget. Part 1 of this ordinance shall cease to have effect on the last day of the last pay period for fiscal year 2018-2019. This ordinance does not create a definite term of employment for the Municipal Court Clerk.

PASSED AND APPROVED

_____, 2018 § _____
Steve Adler
Mayor

APPROVED: _____ **ATTEST:** _____
Anne L. Morgan Jannette S. Goodall
City Attorney City Clerk