

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE SETTING CITY MANAGER SALARY AND COMPENSATION.**

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

**PART 1.** The council establishes the following compensation and benefits for the city manager (all amounts subject to applicable tax withholdings):

- (1) Annual base salary of \$\_\_\_\_\_ paid in accordance with normal City payroll practices.
- (2) Contributions to the city manager's account in the City's deferred compensation plan equal to the maximum permissible annual contribution for which he is eligible, as set annually by the Internal Revenue Service.
- (3) Executive allowance of \$7,200.00 per year.
- (4) Cell phone and data allowance of \$1,845.00 per year.
- (5) Participation in the City's group health and retirement benefit programs on terms and conditions applicable to executive employees of the City.
- (6) Reimbursement up to \$500.00 per year for one annual physical examination, on terms and conditions applicable to executive employees of the City.
- (7) Service incentive pay on terms and conditions applicable to executive employees of the City.
- (8) Accrual of 1.92 days of paid personal leave per month with no maximum accumulation. Cash pay-out of unused personal leave balance upon separation from employment.
- (9) Incentive-based compensation under the terms and subject to the conditions set out in Exhibit A.

**PART 2.** In the event of involuntary separation, forced resignation, or separation resulting from a change in the form of City government, the city manager shall receive severance benefits equal to one annual gross increment of the following compensation items: base salary; deferred compensation contribution; executive allowance; and cell phone allowance. The city manager shall not be entitled to these severance benefits if his employment is terminated because of a conviction of a crime of moral turpitude, or any criminal act involving the performance of his duties.

**PART 3.** The compensation and benefits established in this ordinance beyond the first day of the first pay period for Fiscal Year 2019-2020 are contingent upon funding in the City's budget. This ordinance does not create a definite term of employment for the city manager. Removal of the city manager is controlled by Article V, § 1 of the Charter of the City of Austin.

**PART 4.** This ordinance becomes effective December 24, 2018.

**PASSED AND APPROVED**

, 2018

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Steve Adler  
Mayor

**APPROVED:**

Anne L. Morgan  
City Attorney

**ATTEST:**

Jannette S. Goodall  
City Clerk