1	ORDINANCE NO			
2 3		DINANCE SETTING CITY MANAGER SALARY AND NSATION.		
4	BE IT (	ORDIANED BY THE CITY COUNCIL OF THE CITY OF AUSTIN		
5 6		The council establishes the following compensation and benefits for the ger (all amounts subject to applicable tax withholdings):		
7 8	(1)	Annual base salary of \$ paid in accord with normal City payroll practices.		
9 10 11 12	(2)	Annual deferred compensation contributions equal to the maximum permissible annual contribution for which he is eligible, as set annually by the Internal Revenue Service, distributed equally over the annual biweekly payroll cycle.		
13 14	(3)	Executive allowance of \$7,200.00 per year, distributed equally over the annual biweekly payroll cycle.		
15 16 17	(4)	Cell phone and data allowance of \$1,620.32 per year, distributed equally over the annual biweekly payroll cycle, plus an additional \$225.00 cell phone equipment allowance annually.		
18 19	(5)	Participation in the City's group health and retirement benefit programs on terms and conditions applicable to fulltime, exempt City employees.		
20 21 22	(6)	Reimbursement up to \$500.00 per year for copayments/coinsurance not covered by the group health plan, on terms and conditions applicable to executive employees of the City.		
23 24	(7)	Service incentive pay on terms and conditions applicable to employees of the City.		
25 26	(8)	Accrual of 1.92 days of paid vacation leave per month with a maximum accumulation of 400 hours. Cash pay-out of unused vacation leave		

27	balance not to exceed 240 hours w	ill be made upon separation from the		
28	City in good standing.			
20	City in good standing.			
29	(9) Accrual of one day per month of	sick leave with unlimited accrual.		
30		on separation from employment with		
31	the City.			
01				
32	(10) All paid holidays, as provided in the City's annual holiday schedule.			
33	<b>PART 2.</b> In the event of involuntary separation, forced resignation, or separation			
34	resulting from a change in the form of City government, the city manager shall			
35	receive a lump sum severance benefit equal to 12 months of base pay, plus an			
36	additional amount equal to six times the monthly premium for continued healthcare			
37	coverage available through COBRA for the city manager and eligible dependents			
38	covered at the time of separation. The city manager shall not be entitled to these			
39	severance benefits if his employment is terminated because of conviction of a crime			
40	of moral turpitude, or any criminal act involving the performance of his duties.			
	of moral tarpitude, of any eliminal act involving the performance of instances.			
41	PART 3. The compensation and benefits established in this ordinance beyond the			
42	first day of the first pay period for Fiscal Year 2019-2020 are contingent upon			
43	funding in the City's budget. This ordinance does not create a definite term of			
44	employment for the city manager. Removal of the city manager is controlled by			
45	Article V, § 1 of the Charter of the City of Austin.			
	There is, 3.1 of the Charter of the Oily of Husbill			
46	<b>PART 4.</b> This ordinance becomes effective December 24, 2018.			
	DAGGED AND ADDROVED			
47	PASSED AND APPROVED			
48 49	8			
50	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\			
51	, 2018			
52		Steve Adler		
53		Mayor		
54		,		
55				
56	APPROVED: AT	TEST:		
57	Anne L. Morgan	Jannette S. Goodall		
58	City Attorney	City Clerk		