

balance not to exceed 240 hours will be made upon separation from the City in good standing.

(9) Accrual of one day per month of sick leave with unlimited accrual. Unused sick leave is not paid out on separation from employment with the City.

(10) All paid holidays, as provided in the City's annual holiday schedule.

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 a lump sum severance benefit equal to 12 months of base pay, plus an additional amount equal to six times the monthly premium for continued healthcare coverage available through COBRA for the city manager and eligible dependents covered at the time of separation. The city manager shall not be entitled to these severance benefits if his employment is terminated because of 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

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_____, 2018

Steve Adler
Mayor

APPROVED: _____

Anne L. Morgan
City Attorney

ATTEST: _____

Jannette S. Goodall
City Clerk