

**ORDINANCE NO. 20181213-046**

**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 \$350,001.60 paid in accord with normal City payroll practices.
- (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.
- (3) Executive allowance of \$7,200.00 per year, distributed equally over the annual biweekly payroll cycle.
- (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.
- (5) Participation in the City's group health and retirement benefit programs on terms and conditions applicable to fulltime, exempt City employees.
- (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.
- (7) Service incentive pay on terms and conditions applicable to employees of the City.
- (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

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.

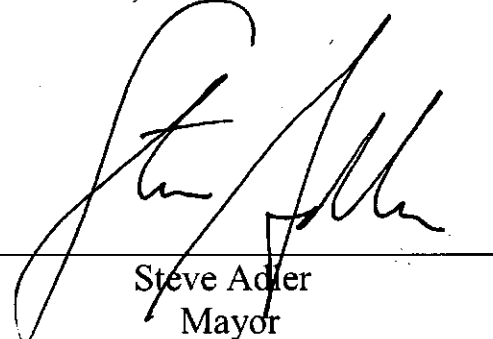
**PART 3.** The compensation and benefits established in this ordinance beyond the first day of the first pay period for Fiscal Year 2019-2020 are contingent upon funding in the City's budget. This ordinance does not create a definite term of employment for the city manager. Removal of the city manager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

December 13, 2018


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Steve Adler  
Mayor

**APPROVED:**

  
Anne L. Morgan  
City Attorney

**ATTEST:**

  
Jannette S. Goodall  
City Clerk