

ORDINANCE NO.	
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AN ORDINANCE SETTING MAYOR AND COUNCIL MEMBER SALARIES AND COMPENSATION; AMENDING ORDINANCE NO. 20150212-017; AND REPEALING ORDINANCE NO. 20061116-081.

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

- **PART 1.** Council salaries and compensation were last evaluated and set in 2006, subject to cost-of-living adjustments since that time as set out in Ordinance No. 20061116-081. Based on a 2022 market study of compensation for Council Members and Council office staff members, and taking into consideration issues of salary compression to ensure appropriate pay gaps between Council Members and their office staff members in accord with City compensation practices, the salary and compensation for the Mayor and Council Members are set as follows:
 - (A) the Mayor's base salary is set at \$134,191.00 annually; and
 - (B) the base salary of other Council Members is set at \$116,688.00 annually.
- **PART 2.** In addition to the base salaries established in Part 1, the City shall make contributions to tax-qualified retirement plan accounts for the Mayor and each Council Member, as follows:
 - (A) contributions may be made to either the City-sponsored deferred compensation plan or to a City-sponsored defined contribution retirement plan qualified under Section 401(a) of the Internal Revenue Code, as designated by the individual;
 - (B) contributions shall be made annually in a lump sum and shall made at the time of payment for the first full City payroll period in December of each year; and
 - (C) the amount of the total annual contribution shall be eight percent of the individual's annual base salary at the time of the contribution, or a lesser amount if necessary to prevent the combined employer plus employee contributions to that plan from exceeding the maximum permissible annual contributions to that plan for that individual.
- **PART 3.** A cost-of-living adjustment will be made to the base salaries established in Part 1. The adjustment will be equal to the annual base salary adjustment (if any) approved by Council for City staff not covered by a labor agreement for that fiscal year.

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PART 8. T	rdinance No. 20061116-08	
	Idilialice 140, 20001110-00.	l is repealed.
PASSED ANI	his ordinance takes effect or	n
	O APPROVED:	
	, 2022	§ § 8
	, 2022	Steve Adler Mayor
APPROVED:		ATTEST:
	Anne L. Morgan City Attorney	Myrna Rios City Clerk