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PART 1. The council establishes the following compensation and benefits for the municipal court clerk, Mary Jane Grubb:

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- (A) Annual salary of \$_____ paid in accordance with normal payroll practices.
- (B) The municipal court clerk shall receive the following benefits:
- (1) choice of medical and dental plans currently offered to City employees;
 - (2) mandatory participation in the Employees' Retirement System, with a City subsidy equivalent to that provided City employees;
 - (3) annual physical examination, with the City reimbursing the clerk for up to \$500 for co-payments not covered by health plan;
 - (4) group term life insurance of one times annual salary;
 - (5) optional supplemental group term life insurance and dependent coverage currently offered to City employees;
 - (6) short-term disability insurance as provided in the benefits package for City employees;
 - (7) optional long-term disability insurance as provided in the benefits package for City employees;
 - (8) sick leave, accruing at a rate of 8 hours per month with no maximum accrual limit;
 - (9) vacation leave, accruing at a rate of 1.92 days per month (23 days per year) with a maximum accrual limit of 400 hours and limited to 240 hours pay-out upon separation of employment;
 - (10) paid holidays as designated by the council, with three additional personal holidays of the clerk's choosing;

- (11) wireless telephone allowance of up to \$43.86 each pay period (equivalent to \$1,140.36 annually), subject to applicable taxes;
- (12) service-incentive pay in accordance with City's Personnel Policies, Chapter A;
- (13) professional counseling through the Employee Assistance Program as provided in the benefits package for City employees;
- (14) optional participation in the City's FLEXTRA program and in deferred compensation programs as provided in the benefits package for City employees.

PART 2. Part 1 of Ordinance No. 20210902-045 is repealed.

PART 3. This ordinance takes effect the same date that pay adjustments for the City's non-sworn workforce become effective under the budget for the 2023-2024 fiscal year. The compensation and benefits established in this ordinance beyond the first day of the first pay period for fiscal year 2023-2024 are contingent upon their funding in the City's 2023-2024 budget. Part 1 of this ordinance shall cease to have effect on the last day of the last pay period for fiscal year 2023-2024. This ordinance does not create a definite term of employment for the municipal court clerk.

PASSED AND APPROVED

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§

_____, 2023

Kirk Watson
Mayor

APPROVED: _____
Anne L. Morgan
City Attorney

ATTEST: _____
Myrna Rios
City Clerk