

RESOLUTION NO 20070405-025

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN

That the compensation and benefits for City Manager Toby Hammett
Futrell shall be as follows

- 1 Salary increase of \$8,137, equivalent to \$240,639 per year
- 2 Deferred compensation of \$7,500 per year,
- 3 Executive allowance equivalent to \$7,200 per year,
- 4 Cell phone allowance equivalent to \$900 per year,
- 5 OASDI tax equivalent to \$6,045 per year (6.2% of \$97,500) and
Medicare tax equivalent to \$3,369 per year (45% of base salary)
paid by City,
- 6 Participation in the Employees Retirement System, with the City
contributing at the same rate as for other non-Civil Service
employees,
- 7 Accrual of 23 hours of personal leave per month Payment of all
accrued personal leave upon separation,
- 8 All paid holidays provided to City employees,
- 9 Group term life insurance equal to one times annual salary or
\$200,000 whichever is greater,
- 10 Reimbursement, equal to that provided City executives and on the
same conditions applicable to City executives, for out of pocket
expense for one physical examination annually,

- 11 Severance package equal to 6 months for involuntary separation, forced resignation or change in form of government
- 12 In the event of involuntary separation, forced resignation or change in form of government before the City Manager achieves twenty-four (24) years of creditable service for retirement purposes, the City will purchase retirement service credits in an amount sufficient to bring her creditable service to a total of twenty-four (24) years

At the time of retirement, the City will purchase retirement service credits for the City Manager equal to the value of eight months of her annual salary

- 13 Short term disability coverage,
- 14 Service incentive pay,

AND, when the following are provided to City employees

- 15 Choice of medical and dental plans offered to City employees, with the same subsidy provided employees,
- 16 Additional group term life insurance and dependent coverage available for purchase,
- 17 Long term disability insurance available for purchase,
- 18 Various wellness and employee assistance programs, and
- 19 Optional participation in FLEXTRA and deferred compensation programs

ADOPTED _____, 2007

ATTEST _____

Shirley A Gentry
City Clerk