

**RESOLUTION NO.****BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

The compensation and benefits for City Manager Marc A. Ott, effective as of the date of this Resolution, shall be as follows:

1. Annual salary of \$242,000.00.
2. Annual deferred compensation contributions equal to the maximum permissible annual contribution for which he is eligible, as announced by the Internal Revenue Service for each calendar year. At the effective date of this Resolution that amount is \$22,000.00 per year.
3. Executive allowance equivalent to \$7,200 per year and automobile allowance equivalent to \$8,400.00 per year.
4. Cell phone and data allowance equivalent to \$1,620.00 per year plus a one-time \$225 device allowance.
5. OASDI tax equivalent to the annual maximum tax for each calendar year. At the effective date of this Resolution that amount is \$6,621.60 per year.
6. Medicare tax at the rate established by federal law. At the effective date of this Resolution the tax is equal to 1.45% of annual salary, equivalent to \$3,509.00 per year.
7. Participation in the City of Austin Employees' Retirement System (COAERS), with the City contributing at the same rate as for other employees who are members of COAERS.
8. Accrual of 23 hours of personal leave per month. Payment of all accrued personal leave upon separation.
9. All paid holidays provided to City employees.

10. Group term life insurance equal to one times annual salary.
11. Reimbursement, equal to that provided to all City executives and on the same conditions applicable to all City executives, for out-of-pocket expense for one physical examination annually (maximum of \$500.00).
12. Severance package in the event of involuntary separation, forced resignation, or change in the form of government, consisting of one annual increment of each of the following items: salary; deferred compensation contribution; executive allowance; cell phone allowance; OASDI tax; and Medicare tax. The City Manager shall not be entitled to this severance package if his employment is terminated because of a conviction of a crime of moral turpitude or any criminal act involving the performance of his duties.
13. When the following items are provided to City employees, the City Manager shall receive these items under the same terms and conditions as other City employees:
  - (a) Choice of medical and dental plans offered to City employees, with the same premium subsidy provided to City employees;
  - (b) Additional group term life insurance and dependent life coverage available for purchase;
  - (c) Long term disability insurance available for purchase;
  - (d) Participation in various wellness and employee assistance programs;
  - (e) Optional participation in FLEXTRA (flexible spending account) and deferred compensation programs;
  - (f) Short term disability coverage; and
  - (g) Service incentive pay.

**BE IT FURTHER RESOLVED:**

14. This Resolution does not create a definite term of employment for the City Manager. Removal of the City Manager is controlled by Article V. Section 1 of the Austin City Charter.

**ADOPTED:** \_\_\_\_\_, 2009**ATTEST:** \_\_\_\_\_

Shirley A. Gentry  
City Clerk