RESOLUTION NO.

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

That the City Council establishes the following compensation and benefits for City Manager Marc A. Ott, effective at the beginning of the first pay period following the adoption of this resolution:

1. Annual salary of _____.

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 $_____ per year and automobile allowance equivalent to $_____ per year, subject to applicable taxes.

4. Cell phone and data allowance equivalent to $_____ per year plus an annual $____ device allowance, subject to applicable taxes.

5. OASDI tax equivalent to the annual maximum tax for each calendar year. At the effective date of this Resolution that amount is equivalent to $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 plus allowances.

7. Participation in the City of Austin Employee Retirement System on terms applicable to full time, exempt City employees.

8. Accrual of 23 hours of paid personal leave per month with no maximum accumulation. Cash pay out of personal leave balance upon separation from the City.

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9. Participation in those group benefits plans and programs set forth in Chapter A, Section III.B. of the City of Austin Personnel Policies under the terms and conditions applicable to full time (40 hours per week) exempt employees of the City.

10. Reimbursement up to $500.00 per year for out of pocket expenses for one physical examination annually, on the same conditions applicable to City executives.

11. Severance package in the event of involuntary separation, forced resignation, or change in the form of government, consisting of one annual gross 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.

BE IT FURTHER RESOLVED:

The content of this Resolution, including compensation and benefits, shall be reassessed at least annually. This resolution is not funded beyond one year. This Resolution 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.

ADOPTED: _____, 2011 **ATTEST:_____**

Shirley A. Gentry
City Clerk

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