

## **Late Backup**

### **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 Clerk Shirley A. Gentry, to become effective at the beginning of the first pay period for the 2012-2013 Fiscal Year:

1. Annual Salary of \$126,525.46, plus a cost-of-living wage adjustment in the same amount and under the same conditions as base pay adjustments that non-Civil Service employees receive as part of the annual budget process for the 2012-2013 budget. If the non-Civil Service base pay adjustment is tied to the annual Performance Review process, the adjustment will be equal to the base percentage amount established for non-Civil Service employees who achieve a "satisfactory" rating for that fiscal year.
2. Participation in the City of Austin Employee Retirement System on the same terms applicable to full time, exempt City employees.
3. 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.
4. Accrual of 1.92 days of paid vacation leave per month (23 days per year) with a maximum accumulation of 400 hours. Cash pay out of vacation leave balance not to exceed 240 hours upon separation from the City.

5. 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.
6. Wireless telephone allowance of \$16.16 each pay period (equivalent to \$420.16 annually), subject to applicable taxes.
7. Automobile allowance of \$106.15 each pay period (equivalent to \$2760.00 annually), subject to applicable taxes.
8. Service incentive pay in accord with City of Austin Personnel Policies, Chapter A.

**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 Clerk.

**ADOPTED:** \_\_\_\_\_, 2012

**ATTEST:** \_\_\_\_\_

Shirley A. Gentry  
City Clerk