

Level of pay of the City Clerk, City Auditor, Municipal Clerk and City Manager for the past three years, including percentage of pay raises.

Fiscal Year	Citywide Pay Increase	City Auditor	City Clerk	Clerk of the Municipal Court (Shaded area Starks)	City Manager
2012/ 2013	3.0% ATB applied Oct '12		Hire Date: Jan 27, 2013 \$113,464	5.0% applied Oct '12 \$118,539	3.0% applied Oct '12 \$256,755
2013/ 2014	1.5% ATB applied Oct '13		1.5% applied Oct '13; \$0.36 applied Apr '14 \$115,170/\$116,667	1.5% + car allowance to base pay applied Oct '13; \$0.36 applied Apr '14 \$123,094/\$123,843	1.5% + car allowance to base pay applied Oct '13; \$0.36 applied Apr '14 \$269,006/\$269,755
2014/ 2015	3.5% ATB applied Oct '14	Hire Date: May 31, 2015 \$145,017.60	5.5% applied Oct '14 \$123,094.40	3.5% applied Oct '14 \$128,190 Vacant: April 1, 2015	3.5% applied Oct '14 \$279,198
2015/ 2016	3.0% ATB Oct '15	Proposed 3.0% Oct '15 \$149,350.00	Proposed 3.0% Oct '15 \$126,787.23	Proposed 3.0% Oct '15 (acting Clerk) \$129,450.24	Proposed 3.0% Oct '15 \$287,574.35

Appointee	Total Salary Annual	Current Salary + taxes + retirement	Base 3% Increase Annual	Base Salary FY16	New salary + taxes + retirement	All Cost Current vs. Proposed Variance
City Manager	\$279,198.40	\$340,849.49	\$8,375.95	\$287,574.35	\$350,854.56	\$10,005.07
City Auditor	\$145,000.00	\$180,549.50	\$4,350.00	\$149,350.00	\$185,745.58	\$5,196.08
City Clerk	\$123,094.40	\$154,383.26	\$3,692.83	\$126,787.23	\$158,794.35	\$4,411.09
Muni Court Clerk	\$125,679.84	\$155,414.99	\$3,770.40	\$129,450.24	\$173,566.41	\$18,151.43

*** Employer Taxes/Retirement Contribution**

6.20% - OASDI (Social Security; capped at \$118.5K)

1.45% - Medicare

18.00% - Retirement

25.65% - Total

Base Salary Market Comparison to Large Texas Cities

Appointee	Salary Comparison
City Manager	-21.10%
City Auditor	-5.11%
City Clerk	-4.00%
Muni Court Clerk	-5.30%

**CoA Council Appointees
FY16 3% ATB Increases**

Late Backup

Appointee	Base Salary - Per Pay Period	Base Salary Annual	Acting Pay Annual	Total Salary Annual	Current Salary + taxes + retirement	Base 3% Increase Annual	Base Salary FY16	Total Employer Cost with 3%	New salary + taxes + retirement
City Manager	\$10,738.40	\$279,198.40	\$0.00	\$279,198.40	\$340,849.49	\$8,382.40	\$287,580.80	\$350,862.27	\$10,012.78
City Auditor	\$5,576.92	\$145,000.00	\$0.00	\$145,000.00	\$180,549.50	\$4,347.20	\$149,347.20	\$185,742.23	\$5,192.73
City Clerk	\$4,734.40	\$123,094.40	\$0.00	\$123,094.40	\$154,383.26	\$3,702.40	\$126,796.80	\$158,805.78	\$4,422.52
Muni Court Clerk	\$4,394.40	\$114,254.40	\$11,425.44	\$125,679.84	\$155,414.99	\$3,432.00	\$117,686.40	\$159,514.51	\$4,099.52

*** Employer Taxes/Retirement Contribution**

6.20% - OASDI (Social Security; capped at \$118.5K)

1.45% - Medicare

18.00% - Retirement

25.65% - Total