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Late Backup

RESOLUTION NO. 20160623-074

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, to become effective June 23, 2016:

1. Annual salary of \$309,441.60 paid in accordance with normal payroll practices.
2. Base pay increase on the same terms as the base pay increase provided to non-sworn employees in the City's Fiscal Year 2016-2017 budget.
3. The remainder of the City Manager's compensation and benefits package established in Resolution No. 20141002-035 will remain unchanged as follows:
 - A. 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.
 - B. Executive allowance equivalent to \$7,200.00 per year, subject to applicable taxes.
 - C. Cell phone and data allowance equivalent to \$1,620.32 per year plus an annual \$225.00 device allowance, subject to applicable taxes.
 - D. OASDI tax equivalent to the annual maximum tax for each calendar year.
 - E. Medicare tax at the rate established by federal law.
 - F. Participation in the City of Austin Employee Retirement System on terms applicable to full time, exempt City employees.
 - G. 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.
 - H. 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.

- I. 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.
- J. Service incentive pay in accordance with City of Austin Personnel Policies, Chapter A.
- K. 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 compensation and benefits established in this Resolution beyond the first day of the first pay period for Fiscal Year 2016-2017 are contingent upon their funding in the City's 2016-2017 budget. This resolution is not funded beyond the end of the 2016-2017 Fiscal 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: June 23, 2016

ATTEST: _____

Jannette S. Goodall
City Clerk