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contribution for which the City Manager is eligible, as announced by the Internal Revenue Services for each calendar year (currently \$18,500.00 per calendar year), distributed equally over the annual biweekly payroll cycle.

C. **Executive Allowance:** \$7,200.00 annually, distributed equally over the annual biweekly payroll cycle.

D. **Retirement:** participation in the City of Austin Employee Retirement System on terms applicable to full time, exempt City employees. City contribution is 18.0% of base pay; employee contribution is 8.0% of base salary. Vesting occurs after five years of continuous employment.

E. **Health and Wellness Benefits:** participation in the following City employee group benefits programs under the terms and conditions of such programs that apply to employees:

- i. Healthcare plan (currently with three plan options to choose from, each with available dependent coverage;
- ii. Dental plan (with available dependent coverage);
- iii. Life insurance plan (City-provided one times annual base salary for basic life and AD&D coverage, with optional supplemental coverage and dependent coverage);
- iv. Short-term disability plan (City-provided coverage at 70% of base salary for off-the-job injuries or illnesses);
- v. Long-term disability insurance (available as an option);

48 vi. Healthcare and dependent care accounts (available option
49 that permits costs associated with group benefits, healthcare
50 expenses, and dependent care expenses to be managed
51 through pre-tax payroll deductions); and

52 vii. Workers assistance program (pre-paid professional
53 counseling services available to employees and household
54 members).

55 F. **Vacation Leave:** Accrual of 1.92 days of vacation leave per month (23
56 days per year) with a maximum accumulation of 400 hours. Cash
57 payout of unused vacation leave balance not to exceed 240 hours will
58 be made upon separation from the City in good standing.

59 G. **Sick Leave:** accrual of one day per month with unlimited accrual.
60 Unused sick leave is not paid out on separation from employment with
61 the City.

62 H. **Paid Holidays:** All paid holidays, as provided in the City's annual
63 holiday schedule.

64 I. **Service Incentive Pay:** paid after a pre-determined number of years
65 and upon approval of funding by the City Council.

66 J. **Annual Physical Examination:** reimbursement for copayments/coinsurance not
67 covered by the group health plan, up to \$500.00 per year. Any unused
68 amounts may be carried forward up to three years (maximum carry
69 forward is \$1,500.00).

70 K. **Severance Package:** a lump sum payment equal to 12 months of base
71 pay plus an additional amount equal to six times the monthly premium

72 for continued healthcare coverage available through COBRA for the
73 City Manager and eligible dependents covered at the time of a
74 separation. Severance package is payable only under circumstances of
75 involuntary separation, forced resignation, or change in the form of City
76 government. In no event is the severance package payable if
77 termination is due to conviction of a crime of moral turpitude or any
78 criminal act involving the performance of job duties.

79 L. Numbered paragraphs 12, 13, and 14, and the additional 80 hours of
80 vacation leave in paragraph 7, of Resolution No. 20180201-066 are
81 one-time benefits related to the City Manager's relocation to Austin and
82 are not part of this Resolution.

83 **BE IT FURTHER RESOLVED:**

84 The compensation and benefits established in this resolution beyond the first
85 day of the first pay period for Fiscal Year 2018-19 are contingent upon their funding
86 in the City's 2018-19 budget. This resolution is not funded beyond the end of the
87 2018-19 Fiscal Year. This resolution does not create a definite term of employment
88 for the City Manager. Removal of the City Manager is controlled by Article V, § 1
89 of the Charter of the City of Austin.

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93 **ADOPTED:** _____, 2018 **ATTEST:** _____
94 Jannette S. Goodall
95 City Clerk