RESOLUTION NO.

WHEREAS, the Council appointed Spencer Cronk as City Manager effective February 12, 2018, and established his compensation and benefits at that time in Resolution No. 20180201-066; and

WHEREAS, traditionally compensation and benefits for Council appointees do not extend beyond the end of the fiscal year for which they were established; now, therefore

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

The Council establishes the following compensation and benefits for the City Manager, Spencer Cronk, to become effective on the same date that base pay adjustments for the City’s non-sworn workforce become effective under the budget for the 2018-19 fiscal year:

1. Annual salary of $__________, paid in accord with the City’s normal payroll practice. This annual salary rate is unaffected by any general wage adjustment for the City’s non-sworn workforce in the Fiscal Year 2018-2019 budget.

2. The remainder of the City Manager’s compensation and benefits package established in Resolution No. 20180201-066 will remain unchanged, except as stated in subpart L., below, as follows:

   A. **Cell Phone Allowance:** $1,620.32 annually, distributed equally over the annual biweekly payroll cycle, plus an additional $225.00 cell phone equipment allowance annually.

   B. **Deferred Compensation:** annual deferred compensation contributions equal to the maximum permissible annual
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);
vi. Healthcare and dependent care accounts (available option that permits costs associated with group benefits, healthcare expenses, and dependent care expenses to be managed through pre-tax payroll deductions); and

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

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

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

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

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

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

K. **Severance Package:** a lump sum payment equal to 12 months of base pay plus an additional amount equal to six times the monthly premium.
for continued healthcare coverage available through COBRA for the
City Manager and eligible dependents covered at the time of a
separation. Severance package is payable only under circumstances of
involuntary separation, forced resignation, or change in the form of City
government. In no event is the severance package payable if
termination is due to conviction of a crime of moral turpitude or any
criminal act involving the performance of job duties.

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

BE IT FURTHER RESOLVED:

The compensation and benefits established in this resolution beyond the first
day of the first pay period for Fiscal Year 2018-19 are contingent upon their funding
in the City’s 2018-19 budget. This resolution is not funded beyond the end of the
2018-19 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:_______________, 2018  ATTEST: __________________________

Jannette S. Goodall
City Clerk