2	WHEREAS, the Council appointed Spencer Cronk as City Manager effective
3	February 12, 2018, and established his compensation and benefits at that time in
4	Resolution No. 20180201-066; and
5	WHEREAS, traditionally compensation and benefits for Council appointees
6	do not extend beyond the end of the fiscal year for which they were established;
7	now, therefore
8	BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:
9	The Council establishes the following compensation and benefits for the City
0	Manager, Spencer Cronk, to become effective on the same date that base pay
1	adjustments for the City's non-sworn workforce become effective under the budget
2	for the 2018-19 fiscal year:
3	1. Annual salary of \$, paid in accord with the City's normal
4	payroll practice. This annual salary rate is unaffected by any general
5	wage adjustment for the City's non-sworn workforce in the Fiscal Year
6	2018-2019 budget.
7	2. The remainder of the City Manager's compensation and benefits
8	package established in Resolution No. 20180201-066 will remain
9	unchanged, except as stated in subpart L., below, as follows:
20	A. Cell Phone Allowance: \$1,620.32 annually, distributed equally
21	over the annual biweekly payroll cycle, plus an additional
22	\$225.00 cell phone equipment allowance annually.
23	B. Deferred Compensation: annual deferred compensation
24	contributions equal to the maximum permissible annual

25		contribution for which the City Manager is eligible, as
26		announced by the Internal Revenue Services for each calendar
27		year (currently \$18,500.00 per calendar year), distributed equally
28		over the annual biweekly payroll cycle.
29	C.	Executive Allowance: \$7,200.00 annually, distributed equally
30		over the annual biweekly payroll cycle.
31	D.	Retirement: participation in the City of Austin Employee
32		Retirement System on terms applicable to full time, exempt City
33		employees. City contribution is 18.0% of base pay; employee
34		contribution is 8.0% of base salary. Vesting occurs after five
35		years of continuous employment.
36	E.	Health and Wellness Benefits: participation in the following
37		City employee group benefits programs under the terms and
38		conditions of such programs that apply to employees:
39	i	Healthcare plan (currently with three plan options to choose
40		from, each with available dependent coverage;
41	ii	Dental plan (with available dependent coverage);
42	ìii	Life insurance plan (City-provided one times annual base
43		salary for basic life and AD&D coverage, with optional
44		supplemental coverage and dependent coverage);
45	iv	Short-term disability plan (City-provided coverage at 70%
46		of base salary for off-the-job injuries or illnesses);
47	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.
90	
91	
92	
93 94	ADOPTED:, 2018 ATTEST:
95	City Clerk