

**RESOLUTION NO. 20080117-022**

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

The City Council appoints Marc A Ott as City Manager effective February 18, 2008 Compensation and benefits for the City Manager shall be as follows

- 1 Salary of \$242,000 per year,
2. Deferred compensation of \$788 per pay period;
3. Executive allowance equivalent to \$7,200 per year and a car allowance equivalent to \$8,400 per year,
- 4 Cell phone and data allowance equivalent to \$1,620 per year and a one time \$225 device allowance;
5. Temporary housing allowance of up to \$4,500 per month, for up to 9 months, starting on February 18, 2008 Temporary housing allowance will cease no later than 9 months after February 18, 2008, or immediately after purchase of a residence Said residence must be within the City of Austin (City Charter Art V Section 1);
- 6 Reimburse expenses for two house-hunting trips for employee

and family limited to seven days each, to include travel to and from Austin, hotel accommodations and food,

- 7 Payment of moving costs pursuant to City policy;
- 8 OASDI tax equivalent to \$7,803 per year and Medicare tax equivalent of 1 45% of total Medicare wages per year paid by City,
- 9 Participation in the Employees' Retirement System, with the City contributing at the same rate as for other non-Civil Service employees,
- 10 Accrual of 23 hours of personal leave per month Payment of all accrued personal leave upon separation, credit of 80 hours personal leave upon employment;
- 11 All paid holidays provided to City employees,
- 12 Group term life insurance equal to one times annual salary,
- 13 Reimbursement, equal to that provided all City executives, and on the same conditions applicable to all City executives, for out of pocket expense for one physical examination annually (\$500),
14. Severance package equal to 12 months pay for involuntary separation, forced resignation or change in the form of government The City Manager shall not be entitled to severance

pay if he is terminated because of a conviction of a crime of moral turpitude or any criminal act involving the performance of his duties

AND, when the following are provided to City employees

- 15 Choice of medical and dental plans offered to City employees, with the same subsidy provided employees;
- 16 Additional group term life insurance and dependent coverage available for purchase,
- 17 Long term disability insurance available for purchase,
- 18 Various wellness and employee assistance programs,
- 19 Optional participation in FLEXTRA (health spending account) and deferred compensation programs,
- 20 Short term disability coverage, and
- 21 Service incentive pay (begins with 5 years of service as of December 1 and paid as a lump sum beginning at \$500)

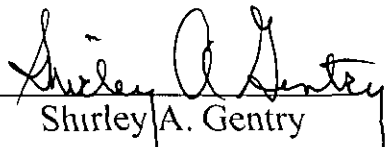
**BE IT FURTHER RESOLVED:**

22 The content of this Resolution, including compensation and severance, shall be reassessed at least annually. This resolution is not funded beyond one year

23 This Resolution does not create a definite term of employment for the City Manager Removal of the City Manager is controlled by Article V Section 1 of the Austin City Charter

**ADOPTED:** January 17, 2008

**ATTEST:**

  
Shirley A. Gentry  
City Clerk