ORDINANCE NO. 20190919-079

AN ORDINANCE ESTABLISHING COMPENSATION AND BENEFITS FOR THE MUNICIPAL COURT CLERK; AND REPEALING PART 1 OF ORDINANCE NO. 20180920-054.

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

PART 1. The City Council establishes the following compensation and benefits for the Municipal Court Clerk, Mary Jane Grubb:

(A) Annual salary of $150,446.40 paid in accordance with normal payroll practices.

(B) The Municipal Court Clerk shall receive the following benefits:

1. choice of medical and dental plans currently offered to City employees;
2. mandatory participation in the Employees' Retirement System, with a City subsidy equivalent to that provided City employees;
3. annual physical examination, with the City reimbursing the clerk for up to $500 for co-payments not covered by health plan;
4. Group term life insurance of one times annual salary;
5. optional supplemental group term life insurance and dependent coverage currently offered to City employees;
6. short-term disability insurance as provided in the benefits package for City employees;
7. optional long-term disability insurance as provided in the benefits package for City employees;
8. sick leave, accruing at a rate of 8 hours per month with no maximum accrual limit;
9. personal leave, accruing at a rate of 1.92 days per month (23 days per year) with a maximum accrual limit of 400 hours and limited to 240 hours pay out upon separation of employment;
10. paid holidays as designated by the council, with two additional personal holidays of the clerk's choosing;
(11) wireless telephone allowance of up to $43.86 each pay period (equivalent to $1,140.36 annually), subject to applicable taxes;

(12) service incentive pay in accordance with City’s Personnel Policies, Chapter A;

(13) professional counseling through the Employee Assistance Program as provided in the benefits package for City employees;

(14) optional participation in the City's FLEXTRA program and in deferred compensation programs as provided in the benefits package for City employees.

PART 2. Part 1 of Ordinance No. 20180920-054 is repealed.

PART 3. This ordinance takes effect the same date that pay adjustments for the City’s non-sworn workforce become effective under the budget for the 2019-2020 fiscal year. The compensation and benefits established in this ordinance beyond the first day of the first pay period for fiscal year 2019-2020 are contingent upon their funding in the City’s 2019-2020 budget. Part 1 of this ordinance shall cease to have effect on the last day of the last pay period for fiscal year 2019-2020. This ordinance does not create a definite term of employment for the Municipal Court Clerk.

PASSED AND APPROVED

September 19, 2019

Steve Adler
Mayor

APPROVED: Anne L. Morgan
City Attorney

ATTEST: Jannette S. Goodall
City Clerk