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

(A) Annual salary of \$_____ 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) vacation 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 Part 1 of Ordinance No. 20190919-079 is repealed.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 2020-2021 fiscal year. The compensation and benefits established in this ordinance beyond the first day of the first pay period for fiscal year 2020-2021 are contingent upon their funding in the City's 2020-2021 budget. Part 1 of this ordinance shall cease to have effect on the last day of the last pay period for fiscal year 2020-2021. This ordinance does not create a definite term of employment for the Municipal Court Clerk.

PASSED AND APPROVED

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_____, 2020

Steve Adler
Mayor

APPROVED: _____

Anne L. Morgan
City Attorney

ATTEST: _____

Jannette S. Goodall
City Clerk