

RESOLUTION NO.

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

The City Council appoints Erika Brady as the City Clerk as established in Article 2, Section 11 of the Charter.

BE IT FURTHER RESOLVED:

The City Council establishes the following compensation and benefits for the City Clerk:

1. Annual salary of \$191,110.40 paid in accordance with normal payroll practices.
2. Participation in the City of Austin Employee Retirement System on the same terms applicable to full time, exempt City employees.
3. Participation in those group benefits plans and programs set forth in Chapter A, Section III.B. of the City of Austin Personnel Policies under the terms and conditions applicable to full time (40 hours per week) exempt employees of the City.
4. Accrual of 1.92 days of paid vacation leave per month (23 days per year) with a maximum accumulation of 400 hours (50 days). Cash pay-out of vacation leave balance not to exceed 240 hours (30 days) upon separation from the City.
5. Reimbursement up to \$500.00 per year for out-of-pocket expenses for one physical examination annually, on the same conditions applicable to City executives.
6. Wireless telephone allowance of up to \$43.86 each pay period (equivalent to \$1,140.36 annually). Eligibility for a \$225 cell phone

25 equipment allowance, once every three years. These benefits will be
26 subject to applicable taxes.

27 7. Eligibility on the same terms as other full time City employees (40
28 hours per week) for a bilingual pay allowance of \$69.24 each pay
29 period (equivalent to \$1,800.24 annually), subject to applicable taxes.

30 8. Service incentive pay in accordance with City of Austin Personnel
31 Policies, Chapter A.

32 **BE IT FURTHER RESOLVED:**

33 Beginning with the City's 2025-2026 fiscal year, the City Clerk shall receive
34 an annual base salary adjustment in the same amount and under the same
35 conditions as the annual base pay adjustment, if any, that Council approves for
36 non-sworn employees in the annual budget. If the annual base pay adjustment for
37 non-sworn employees is tied to an annual performance review process, the annual
38 base salary adjustment for the City Clerk shall be the percentage adjustment
39 amount established for non-sworn employees who achieve a "satisfactory"
40 performance rating for that year.

41 **BE IT FURTHER RESOLVED:**

42 This resolution is not funded beyond the City's current fiscal year. This
43 resolution does not create a definite term of employment for the City Clerk.
44 Removal of the City Clerk is controlled by Article 2, Section 11 of the Charter.
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BE IT FURTHER RESOLVED:

This resolution shall be effective on May 1, 2025.

ADOPTED: _____, 2025 **ATTEST:** _____

Myrna Rios
City Clerk

DRAFT