

**RESOLUTION NO.**

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

The City Council establishes the following compensation and benefits for City Clerk, Myrna Rios, to become effective the same date that pay adjustments for the City's non-sworn workforce become effective in the 2024-2025 fiscal year budget.

1. Annual salary of \$\_\_\_\_\_ paid in accordance with normal payroll practices.
2. The remainder of the City Clerk's compensation and benefits package established in Resolution No. 20230914-135 will remain unchanged as follows:
  - A. Participation in the City of Austin Employee Retirement System on the same terms applicable to full time, exempt City employees.
  - B. 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.
  - C. 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.
  - D. 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.

- E. Wireless telephone allowance of up to \$43.86 each pay period (equivalent to \$1,140.36 annually), subject to applicable taxes.
- F. Bilingual pay allowance of \$69.24 each pay period (equivalent to \$1,800.24 annually), subject to applicable taxes.
- G. Service incentive pay in accordance with City of Austin Personnel Policies, Chapter A.

**BE IT FURTHER RESOLVED:**

Beginning with the City’s ~~2024-2025~~2025-2026 fiscal year, the City Clerk shall receive an annual base salary adjustment in the same amount and under the same conditions as the annual base pay adjustment, if any, that council approves for non-sworn employees in the annual budget. If the annual base pay adjustment for non-sworn employees is tied to an annual performance review process, the annual base salary adjustment for the City Clerk shall be the percentage adjustment amount established for non-sworn employees who achieve a “satisfactory” performance rating for that year.

**BE IT FURTHER RESOLVED:**

The compensation and benefits established in this resolution beyond the first day of the first pay period for Fiscal Year 2024-2025 are contingent upon their funding in the City’s 2024-2025 budget. This resolution is not funded beyond the end of the 2024-2025 Fiscal Year. This resolution does not create a definite term of employment for the City Clerk. Removal of the City Clerk is controlled by Article II, § 11 of the Charter of the City of Austin.

**ADOPTED:** \_\_\_\_\_, 2024    **ATTEST:** \_\_\_\_\_

Myrna Rios  
City Clerk