

## City Administrator Compensation Package

1. Starting salary of \$10,023 per month (step 4 of 5) for the first 6 months of employment. Step increase to step 5 (\$10,422) upon completion of a satisfactory performance evaluation by the Mayor and City Council after the completion of 6 months of employment. In addition, the monthly salary and/or benefits will be adjusted in the same percentage as non-union employees of the city.
2. \$400/month car allowance
3. 80 hours of administrative leave annually to be either used as time off in the year earned or cashed in by June 30<sup>th</sup> of each year.
4. 80 hours of vacation leave will accrue upon hiring. Annual accrual of vacation will start at 14 hours per month and will be adjusted in accordance with the vacation accrual rates for non-union employees of the city.
5. Three year agreement renewable for a successive three years if notice is not given by either party 6 months prior to the termination of the agreement.
6. 6 months severance pay if terminated involuntarily. No severance pay if terminated because of failure to adequately perform the duties of the position.
7. The city will budget adequate funds for dues, subscriptions, and professional development
8. The city will pay a maximum of \$15,000 for moving household belongings to Ashland
9. Begin employment no later than May 22<sup>nd</sup>.