

**THIS IS A DRAFT AND WILL BE REPLACED BY THE FINAL, SIGNED  
ORDINANCE OR RESOLUTION ADOPTED BY CITY COUNCIL**

**ORDINANCE**

**AUTHORIZING A PROFESSIONAL SERVICES AGREEMENT  
WITH THE SEGAL COMPANY (WESTERN STATES) INC., DBA  
SEGAL WATERS CONSULTING FOR THE DEVELOPMENT OF  
EVALUATIONS AND COMPENSATION REVIEW OF  
EXECUTIVES APPOINTED BY THE MAYOR AND CITY  
COUNCIL FOR A TERM OF THREE YEARS WITH TWO  
OPTIONAL ONE YEAR RENEWALS FOR AN AMOUNT NOT TO  
EXCEED \$279,500.00.**

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**WHEREAS**, the City wishes to enter into a Professional Services Agreement with Segal Company, Inc. to provide executive evaluation and compensation consultant services for a three year term with two optional one year renewal periods for an amount not to exceed \$279,500.00, and

**WHEREAS**, the City of San Antonio solicited proposals to develop the executive evaluation and compensation consultant services for executives appointed by the Mayor and City Council and a formal review was conducted; and

**WHEREAS**, as a result of the review process, staff recommends that Segal Company, Inc. be awarded the contract; **NOW THEREFORE:**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**SECTION 1.** The City Manager or her designee is hereby authorized to execute a professional services contract with Segal Company, Inc. to provide executive evaluation and compensation consultant services beginning June 15, 2018, and ending June 15, 2021 with two optional one year renewal periods. A copy of the contract, in final form, is attached hereto as **Exhibit A**. The terms and conditions of said contract are hereby approved.

**SECTION 2.** Funding in the amount of \$65,000.00 for this ordinance is available in Fund 11001000 and Cost Center 8002060001 and General Ledger 5201040 as part of the Fiscal Year 2018 Budget.

**SECTION 3.** The amount is not to exceed the budgeted amount will be encumbered upon issuance of a purchase order, and payment is authorized to The Segal Company (Western States) Inc., dba Segal Waters Consulting. Additional funding for this ordinance is contingent upon City Council approval of the City's operating budget and the availability of funds for subsequent Fiscal Years

**SECTION 4.** The financial allocations in this Ordinance are subject to approval by the Director of Finance, City of San Antonio. The Director of Finance, may, subject to concurrence by the City Manager or the City Manager's designee, correct allocations to

specific SAP Fund Numbers, SAP Project Definitions, SAP WBS Elements, SAP Internal Orders, SAP Fund Centers, SAP Cost Centers, SAP Functional Areas, SAP Funds Reservation Document Numbers and SAP GL Accounts as necessary to carry out the purpose of this Ordinance.

**SECTION 5.** This ordinance shall be effective immediately upon passage by eight affirmative votes; otherwise, it shall be effective on the tenth day after passage hereof.

**PASSED AND APPROVED this xx<sup>th</sup> day of June, 2018.**

**M A Y O R**  
Ron Nirenberg

**ATTEST:**

**APPROVED AS TO FORM:**

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Leticia M. Vacek, City Clerk

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Andrew Segovia, City Attorney