



**CITY OF SAN ANTONIO
OFFICE OF THE CITY COUNCIL
COUNCIL CONSIDERATION REQUEST**

RECEIVED
CITY OF SAN ANTONIO
CITY CLERK

2017 FEB 21 PM 1:55

TO: Mayor & City Council

FROM: City Councilman Rey Saldaña

COPIES TO: Sheryl Sculley, City Manager; Leticia Vacek, City Clerk; Martha G. Sepeda, Acting City Attorney; John Peterek, Assistant to the City Manager; Christopher Callanen, Assistant to City Council

SUBJECT: Review and Updates to Request for Proposals Scoring Matrix

DATE: February 20, 2017

Issue Proposed for Consideration

I ask for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

I respectfully ask for your concurrence in supporting a full council review of the current scoring matrix as well as the creation of a new scoring category for all of the City's Request for Proposals and discretionary contracts. The new scoring category would add weighted points to a project based on the compensation package that an operator would offer employees.

Brief Background

Access to a quality-paying job is still the best way to ensure quality of life, stability in housing, healthcare access, preservation of families and peace of mind to our residents. With the assistance of City staff, I would like to see options for the city to consider adding a new scoring category to all contracts, leases, and P3 partnerships where city land or tax dollars are involved. Our policy should aim to not only hit minimally set thresholds for living wages, but also ask our private partners competing for public leases, professional services, incentives and abatements to put forward compensation packages that will be considered in the final selection of city contracts and partnerships. Similar to existing preferences for small, women-owned and veteran business, we need to consider the level of wages paid to employees as a measure for those applicants who choose to partner with the city.

The City of San Antonio should set the example and work to attract companies that provide its employees with the best compensation packages possible. In establishing a transparent review of wages and benefits, our selection committees can give weight to those applications that value the stability and retention of its employees and our residents. At a minimum, all P3 projects that include taxpayer support should offer competitive wages for employees, and such wages should be disclosed in a separate category for scoring by the selection committee. The choice of compensation packages is of critical importance for local hospitality and service oriented employees and their families. If the addition of this scoring category is used strategically, it can help move San Antonio into a better direction and create higher wages for employees while improving retention rates for employers.

Submitted for Council consideration
by:


Councilman Roy Saldana, District 4

Supporting Councilmembers' Signatures (4 only)

District No.

1.

2.

3.

4.





RECEIVED
CITY OF SAN ANTONIO
CITY CLERK
2017 FEB 21 PM 1:55