

**GOVERNANCE CITY COUNCIL COMMITTEE  
MEETING MINUTES  
OCTOBER 16, 2019 at 10:00 AM  
CITY COUNCIL CHAMBERS**

Committee Present:	Mayor Ron Nirenberg, <i>Chair</i> Councilmember Adriana Rocha Garcia, <i>District 4</i> Councilmember Shirley Gonzales, <i>District 5</i> Councilmember Ana Sandoval, <i>District 7</i> Councilmember John Courage, <i>District 9</i>
Staff Present:	Councilmember Roberto C. Treviño, <i>District 1</i> ; Erik Walsh, <i>City Manager</i> ; Andy Segovia, <i>City Attorney</i> ; Leticia Vacek, <i>City Clerk</i> ; Ben Gorzell, <i>Chief Financial Officer</i> ; Lori Steward & Krystal Strong, <i>Human Resources Dept.</i> ; Camila Kunau, <i>City Attorney's Office</i> ; Caitlin Krobot & Carlos Morgan, <i>City Manager's Office</i> ; Paul Jimenez, <i>District 10 Staff</i> ; Lina Rodriguez, <i>Executive Assistant to the City Clerk</i>
Others Present:	Courtney Cunningham, Jonathan Delmer, Anne Englert, Arlene Fisher, Kevin Love, Juan Medina, and Frank Quijano; <i>Zoning Board of Adjustment Interviewees</i> ; Iris Dimmick, <i>Rivard Report</i> ; Joshua Fechter, <i>SA Express News</i> ; Jessica O. Guerrero, <i>Citizen</i>

**CALL TO ORDER**

Mayor Nirenberg called the meeting to order.

**1. Approval of Minutes from the Governance Council Committee Meeting of September 18, 2019.**

Councilmember Rocha Garcia moved to approve the Minutes from the Governance Council Committee Meeting of September 18, 2019. Councilmember Courage seconded the motion. Motion carried unanimously.

Item 3 was addressed at this time.

**3. Consideration of At-Large Alternate Appointments to the Zoning Board of Adjustment (6 Slots)  
[Leticia M. Vacek, City Clerk]**

City Clerk Leticia Vacek reported that there were six at-large alternate slots to fill on the Zoning Board of Adjustment. She noted that of the 11 applicants chosen for interview, the following were unable to attend: Sabino Alarcon Jr., Seymour Battle, Art Serenko, and Cyra Trevino. She referenced written statements which had been submitted to the Governance Council Committee.

Mayor Nirenberg allotted each applicant two minutes for their statement of interest with a subsequent question and answer session. The following applicants were interviewed: (1) Courtney Cunningham; (2) Jonathan Delmer; (3) Anne Englert; (4) Arlene Fisher; (5) Kevin Love; (6) Juan Medina; and (7) Frank Quijano.

Item 2 was addressed at this time.

**2. A briefing and possible action on a Council Consideration Request (CCR) from Councilman Treviño on Council Aide Compensation. [Ben Gorzell, Chief Financial Officer; Lori Steward, Director, Human Resources]**

Human Resources Director Lori Steward briefed the Committee on the CCR submitted by Councilmember Treviño regarding Council Aide Compensation in August 2019. She noted that as part of the FY 2020 Budget Adoption, City Council approved an amendment related to the compensation of City Council Staff.

Ms. Steward stated that her department was facilitating a classification and compensation review through the gathering of detailed information on the duties and responsibilities of City Council Staff utilizing questionnaires through individual meetings. She noted this was standard process when evaluating compensation and classification of city positions for maintaining internal pay structure consistency within the City of San Antonio.

Ms. Steward stated that the information gathered would be provided to a compensation consultant for review and pay range recommendations. Additionally, she mentioned that a market review and analysis of the pay and structure in other cities would be conducted. She recommended that recommendations be presented to the Governance Committee in December and then to full City Council for consideration. She noted that implementation of City Council approved revisions is anticipated for February 2020.

Councilmember Treviño addressed the Committee regarding the CCR he submitted and stated that this issue had been ongoing since 2017. He noted that benefits and pay for City Council Staff had steadily increased annually. He mentioned that the proposal he submitted focused on a comparison with City employees' job descriptions and pay ranges that were comparable to those duties performed by City Council Staff. He requested inclusion in any further discussion or any Ad Hoc Committees created to further explore this topic.

**EXECUTIVE SESSION**

Mayor Nirenberg recessed the meeting into Executive Session at 10:44 am to discuss the following:

- A. Deliberate the appointment of a Zoning Board of Adjustment Alternative pursuant to Texas Government Code Section 551.074 (personnel matters)
- B. Discuss legal options pursuant to Texas Government Code Section 551.071 (consultation with attorney)

**RECONVENED**

Mayor Nirenberg reconvened the meeting at 11:57 am and announced that no action was taken in Executive Session.

Councilmember Rocha Garcia moved to amend the number of alternates on the Zoning Board of Adjustment from six to seven alternates. She further moved to nominate to fill the seven at-large alternate slots with the following applicants: (1) Jonathan Delmer; (2) Anne Englert; (3) Arlene Fisher; (4) Kevin Love; (5) Frank Quijano; (6) Seymour Battle; and (7) Cyra Treviño. Councilmember Courage seconded the motion. Motion carried unanimously.

Mayor Nirenberg spoke regarding the CCR for Council Aide Compensation and stated that further discussion, evaluation of duties, and data gathering was necessary to implement a thoughtful strategy. He stated that the Human Resources Department had already begun the work, but that he would be appointing an Ad Hoc Committee consisting of Councilmembers Treviño, Rocha Garcia, Sandoval, and Courage to provide direction during the process.

Councilmember Sandoval thanked Councilmember Treviño for bringing this CCR forward and City Staff for their work and data gathering completed thus far. She stated that as part of the Ad Hoc Committee she hopes to achieve a swift and thorough review and evaluation of duties, pay ranges, and comparison between City Staff and City Council Staff. She noted several objectives to achieve would be a solid contracting process, ensuring staff is adequately compensated, and maintaining flexibility within the City Council Budget to efficiently run each City Council Office.

Councilmember Rocha Garcia thanked the Human Resources Department for their work and the Mayor for creating the Ad Hoc Committee.

Mayor Nirenberg requested updates be brought to the Governance Council Committee to provide the most transparency.

### **ADJOURNMENT**

There being no further discussion, Mayor Nirenberg adjourned the meeting at 12:03 pm.

### **ATTEST:**

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***Ron Nirenberg, Mayor***

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***Leticia M. Vacek, TRMC/CMC/MMC  
City Clerk***