

**GOVERNANCE CITY COUNCIL COMMITTEE  
MEETING MINUTES  
NOVEMBER 13, 2018 at 11:30 AM  
MUNICIPAL PLAZA "B" ROOM**

Committee Present:	Mayor Ron Nirenberg, <i>Chair</i> Councilmember Roberto Treviño, <i>District 1</i> Councilmember Rebecca Viagran, <i>District 3</i> Councilmember Rey Saldaña, <i>District 4</i> Councilmember Ana Sandoval, <i>District 7</i>
Staff Present:	Councilmember Clayton Perry, <i>District 10</i> ; Sheryl Sculley, <i>City Manager</i> ; Andy Segovia, <i>City Attorney</i> ; Leticia Vacek, <i>City Clerk</i> ; Trey Jacobson, <i>Mayor's Staff</i> ; Peter Zaroni, <i>Deputy City Manager</i> ; Rod Sanchez, <i>Assistant City Manager</i> ; Michael Shannon & Melissa Ramirez, <i>Development Services Dept.</i> ; Lori Steward, <i>Human Resources Dept. Director</i> ; Bridgett White, Rudy Nino, & Chris Ryerson, <i>Planning Dept.</i> ; Ed Guzman, Susan Guinn, & Thomas Filopoulos, <i>City Attorney's Office</i> ; Caitlin Krobot, <i>City Manager's Office</i> ; Jay Podjenski & Chrissy McCain, <i>District 1 Staff</i> ; Ruben Lizalde, <i>District 3 Staff</i> ; Tim Salas, <i>District 4 Staff</i> ; Mario Hune, <i>District 6 Staff</i> ; Bianca Maldonado, <i>District 7 Staff</i> ; Andrew Solano, <i>District 8 Staff</i> ; Rebecca Podowski, <i>District 10 Staff</i> ; Lina Rodriguez, <i>Executive Assistant to the City Clerk</i>
Others Present:	Linda Wishard, <i>Segal Waters Consulting</i> ; Christopher Garcia, June Kachtik, Andrew Ozuna, George Peck, Smita Bhakta, Louis Boffa, Julia Carrillo, Jennifer Ramos, & Cherise Rohr-Allegrini, <i>Planning Commission Applicants</i> ; Josh Baugh, <i>SA Express News</i> ; Iris Dimmick, <i>Rivard Report</i> ; Jolene Almendarez & Charlotte Ann Lucas, <i>NowCast SA</i> ; Krystal Ramirez, <i>Kaufman Killen</i> ; Stephanie Reyes, Joe Alderete, & Cynthia Spielman; <i>Citizens</i>

**CALL TO ORDER**

Mayor Nirenberg called the meeting to order.

**1. Approval of the Minutes from the City Council Governance Committee Meeting of October 23, 2018.**

Councilmember Saldaña moved to approve the Minutes from the City Council Governance Committee Meeting of October 23, 2018. Councilmember Treviño seconded the motion. The motion carried unanimously.

**2. A briefing and possible action regarding the development of evaluations and compensation review of executives appointed by the Mayor and City Council. [Ben Gorzell, Chief Financial Officer; Lori Steward, Human Resources Director].**

Mayor's Chief of Staff Trey Jacobson briefed the Committee on the development of evaluations and compensation review of executives appointed by the Mayor and City Council and discussed a timeline for

conducting the calendar year 2018 performance review process. Mr. Jacobson noted that on March 26, 2018, the Mayor submitted a memorandum to the City Council regarding the calendar year 2018 performance measures and evaluation system for certain executives appointed by the Mayor and City Council. He mentioned that on June 21, 2018, City Council approved a professional services agreement with Segal Waters Consulting for the development of evaluations and compensation review of executives appointed by the Mayor and City Council for 2019 and beyond. He noted that these services specifically include the following positions: City Manager, City Internal Auditor, City Clerk and Presiding Judge of the Municipal Court. He stated that the executives would be evaluated by Council Committee with recommendations forwarded to full City Council as follows: (1) City Manager – evaluated by full City Council; (2) City Internal Auditor – evaluated by the Audit & Accountability Council Committee; (3) City Clerk – evaluated by the Governance Council Committee; and (4) Presiding Judge – evaluated by the Municipal Court Advisory Committee. He noted that all evaluation meetings would be held from December 3 – 11, 2018.

Councilmember Sandoval inquired if the full City Council would vote on the executive's evaluations. Mr. Jacobson replied yes; a full City Council vote would be had for each executive appointed by the Mayor and City Council.

Linda Wishard from Segal Waters Consulting provided a briefing on the status of the compensation review and the development of evaluation tools for 2019 and future years. She provided as background that Segal Waters Consulting had a series of meetings in July to receive input from the Mayor and members of City Council, the citizen members of the Municipal Court Advisory Committee, and the four incumbents. She noted that the compensation analysis would be completed by January 2019.

Mayor Nirenberg indicated the need to enact a more standardized method of evaluation and compensation review of executives appointed by the Mayor and City Council. He inquired where the proposed weighting of 20% for Core Competencies & Core Values; 25% for Specific Competencies; and 55% for Objectives and Goals for the Fiscal Year (to include metrics) rating scale came from. Ms. Wishard replied that the numbers are based on industry practice and Segal Waters Consulting's recommendations. Mayor Nirenberg requested a more in depth rationale for those numbers as the process moves forward.

Councilmember Viagran expressed support for the process and clarified that the performance evaluations would be for work performed only within that calendar year.

Mayor Nirenberg added that a similar process is underway for the Chief Executive Officers of CPS Energy and SAWS with the goal that as City Council sets compensation, they do so in a defensible way.

No action was required for Item 2.

**3. A briefing on a Council Consideration Request by Councilman Robert Treviño to bring forward amendments related to the "MF-33" and "MF-25" zoning districts as part of recently adopted Comprehensive Land Use Categories. [Peter Zanoni, Deputy City Manager; Bridgett White, Director, Planning Department].**

Planning Department Director Bridgett White stated that City Council approved amendments to City Code Chapter 35, Unified Development Code (UDC) to update the City's Comprehensive Land Use Categories and associated Definitions and Rules of Interpretation. She noted that the update to the UDC provided categories that enable the City to implement the Comprehensive Plan (including better defined mixed-use categories); provided categories that generally align with existing land use plans; and created a consistent, predictable, and well defined classification for application across the entire City. She noted after the UDC amendments were passed by City Council; Councilmember Treviño submitted a Council Consideration Request (CCR) to bring

forward amendments related to the “MF-33” and “MF-25” zoning districts as part of the newly adopted Comprehensive Land Use Categories. She stated that the CCR requested the removal of the “MF-33” zoning district from the Medium Density Residential Category and the addition of the “MF-25” zoning district to the Neighborhood Mixed-Use Category.

She stated that staff does not support the CCR request to remove the “MF-33” zoning district from the Medium Density Residential land use category, but does support the request to add the “MF-25” zoning district to the Neighborhood Mixed-Use land use category. She recommended moving forward with the process to explore the proposed change as part of the 2020 UDC update process, or as a separate City Council action prior to the 2020 update. She noted that the process would allow for public review and comment on the matter, including review by the Planning Commission’s Technical Advisory Committee, the Planning Commission, and the Zoning Commission before consideration and approval by the full City Council.

Councilmember Treviño indicated his reasons for submitting the CCR were based on neighborhoods in his district reaching out to his office about said zoning district issues that they feel are incompatible with the Neighborhood Plans. He acknowledged the many letters he received regarding these zoning issues. He thanked staff for their work on creating a compromise for all parties involved.

Councilmember Saldaña noted the neighborhood letters of support received by Councilmember Treviño’s office and inquired about the coordination with said neighborhoods. Councilmember Treviño replied that his staff and city staff worked with the neighborhoods to reach the compromise presented in the staff recommendation.

Councilmember Viagran inquired about next steps for the staff recommendation and public input. Ms. White noted that within the process of adding the “MF-25” zoning district to the Neighborhood Mixed-Use land use category that there would be opportunity for public input.

Mayor Nirenberg acknowledged citizens from the neighborhoods present and thanked Councilmember Treviño and city staff for their work on said item. He noted that the intent of the proposed changes should allow for neighborhoods to be taken care of but also with the ability to curb negative impacts. He requested that Ms. White keep them up to date as the process continues.

Councilmember Sandoval thanked city staff for their collaboration with the neighborhoods involved and level of community engagement. She inquired as to the input process for all City Council offices. Ms. White stated that her staff has monthly meetings with City Council staff to keep them up to date.

Councilmember Treviño moved to approve the staff recommendation and commence the process to add the “MF-25” zoning district to the Neighborhood Mixed-Use land use category. Councilmember Sandoval seconded the motion. The motion carried unanimously.

#### **4. Consideration of At-Large Appointments to the Planning Commission (6 Slots) [Leticia M. Vacek, City Clerk]**

City Clerk Leticia Vacek reported that there were six (6) At-Large slots to fill on the Planning Commission. She noted that Ronnie Guest was selected for interview, however was unable to attend and noted that he submitted a written statement for consideration. The following 9 individuals were interviewed:

1. Christopher Garcia (seeking reappointment)
2. June Kachtik (seeking reappointment)
3. Andrew Ozuna (seeking reappointment)
4. George Peck (seeking reappointment)
5. Smita Bhakta



6. Louis Boffa
7. Julia Carrillo
8. Jennifer Ramos
9. Cherise Rohr-Allegrini

### **EXECUTIVE SESSION**

Mayor Nirenberg recessed the meeting into Executive Session at 1:30 pm to discuss the following:

- A. Deliberate the appointment of planning commission members pursuant to Texas Government Code Section 551.074 (personnel matters).

### **RECONVENED**

Mayor Nirenberg reconvened the meeting at 1:52 pm and announced that no action was taken in Executive Session.


Councilmember Treviño moved to forward the following nominations for full City Council approval: (1) Christopher Garcia (to fill an unexpired term); (2) June Kachtik; (3) George Peck; (4) Jennifer Ramos; (5) Julia Carrillo; and (6) Cherise Rohr-Allegrini. Councilmember Viagran seconded the motion. The motion carried unanimously.

### **ADJOURNMENT**

There being no further discussion, Mayor Nirenberg adjourned the meeting at 1:55 pm.

**ATTEST:**

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

  
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*Ron Nirenberg, Mayor*