



City of San Antonio

Legislation Details (With Text)

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In control: Governance Committee

On agenda: 5/16/2018

Title: Update regarding solicitation of proposals for the development of evaluations and compensation review of executives appointed by the Mayor and City Council. [Ben Gorzell, Chief Financial Officer; Trey Jacobson, Mayor Chief of Staff]

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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DEPARTMENT: Human Resources

DEPARTMENT HEAD: Lori Steward

COUNCIL DISTRICTS IMPACTED: City-wide

SUBJECT:

Mayor & City Council Appointed Executive Evaluation & Compensation Services

SUMMARY:

Update regarding solicitation of proposals for the development of evaluations and compensation review of executives appointed by the Mayor and City Council.

BACKGROUND INFORMATION:

In January 2018, staff initiated a process to solicit proposals for the development of evaluations and compensation review of executives appointed by the Mayor and City Council. A briefing was provided to the Governance Committee on February 28, 2018. These services will include the following positions: City Manager, City Internal Auditor, City Clerk and Presiding Judge of the Municipal Court.

ISSUE:

A Request for Proposals (RFP) was issued on March 6, 2018, seeking proposals from qualified consulting firms to assist in the annual evaluation and compensation review of executives appointed by the Mayor and City Council. The City considered proposals for these services from qualified consultants as a combined service or separate services (e.g. Evaluation Development only or Compensation Review only).

The RFP deadline was April 6, 2018, and the City received 4 proposals, of which 3 were deemed responsive. Interviews were conducted with all three respondents on May 3, 2018, with evaluation and scoring on May 10, 2018. The evaluation committee members included:

- Trey Jacobson, Chief of Staff, Office of Mayor Ron Nirenberg
- Ben Gorzell, Chief Financial Officer, City of San Antonio
- Lori Steward, Human Resources Director, City of San Antonio
- Darren Engh, AVP for Executive Compensation, USAA
- Kathryn Funk-Baxter, VP for Business Affairs, UTSA
- Victor Nivens, Director of Human Resources, HEB

City Council consideration and contract start date is expected in mid-June.

ALTERNATIVES:

The Governance Committee may elect not to proceed with contract award as a result of this RFP process.

FISCAL IMPACT:

Funds for the first year of the contract have been identified through additional fuel savings within the FY 2018 General Fund Budget. Funding for subsequent years is subject to and contingent upon approval by City Council.

RECOMMENDATION:

Staff recommends bringing forward a contract for full City Council consideration and approval in mid-June.