



City of San Antonio

Agenda Memorandum

File Number:20-2272

Agenda Item Number: 23.

Agenda Date: 3/5/2020

In Control: City Council A Session

DEPARTMENT: Human Resources

DEPARTMENT HEAD: Lori Steward

COUNCIL DISTRICTS IMPACTED: City-wide

SUBJECT:

Salary adjustment and performance pay for the City Auditor

SUMMARY:

This item establishes a salary adjustment and performance pay for the City Auditor in recognition of 2019 performance.

BACKGROUND INFORMATION:

2019 performance goals for the City Auditor were established and reviewed by the Audit and Accountability Committee at its March 2019 meeting. City Council established the process for evaluating 2019 performance in December 2019. The performance evaluation for the City Auditor was discussed and finalized by the Audit and Accountability Committee in January 2020 with full Council review completed in February.

Pursuant to the City Council 2019 performance review process, City Council now wishes to provide the following pay adjustments for the City Auditor:

- A 2% increase to base salary effective March 1, 2020; and
- A 2% lump sum performance pay award to be paid within 30 days of approval.

Appropriations for anticipated pay adjustments for City Council Appointees, including the City Auditor, were included in the FY 2020 Budget Ordinance. This item provides for those pay adjustments.

ISSUE:

City Council sets salaries and benefits for City Council Appointees by ordinance.

ALTERNATIVES:

City Council has discussed alternatives and finds it appropriate to provide this salary adjustment and performance pay.

FISCAL IMPACT:

Funds are included in the FY 2020 General Fund Adopted Budget for Performance Pay salary adjustments.

RECOMMENDATION:

City Council has discussed alternatives and finds it appropriate to provide this salary adjustment and performance pay.