



City of San Antonio

Legislation Details (With Text)

File #:	19-7812
Type:	Staff Briefing - Without Ordinance
In control:	Governance Committee
On agenda:	10/16/2019
Title:	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]
Sponsors:	
Indexes:	
Code sections:	
Attachments:	1. Equitable Council Aide Compensation.pdf

Date	Ver.	Action By	Action	Result
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DEPARTMENT: Human Resources Department

DEPARTMENT HEAD: Lori Steward

COUNCIL DISTRICTS IMPACTED: City-wide

SUBJECT:

City Council Staff Compensation Review

SUMMARY:

Briefing regarding the timeline and status of the City Council staff compensation review.

BACKGROUND INFORMATION:

On August 9, 2019, a Council Consideration Request was submitted regarding City Council staff compensation. As part of the FY 2020 budget process, City Council approved an amendment related to the compensation of City Council staff.

Human Resources is facilitating a classification and compensation review through the gathering of detailed information on the duties and responsibilities of City Council staff through questionnaires and individual meetings. This is a standard process when evaluating compensation and classification of City positions and maintains internal pay structure consistency within the entire organization. The information gathered will be

provided to a compensation consultant for review and pay range recommendations. Additionally, a market review of the pay and structure in other large cities will be conducted. Options and recommendations will be presented to the Governance Committee in December to set a framework for discussion and then to full City Council for consideration. Implementation of City Council approved changes is anticipated for February 1, 2020.

ISSUE:

The Governance Committee will be briefed on the current status and timeline of the City Council staff compensation review.

ALTERNATIVES:

This item is for briefing purposes.

FISCAL IMPACT:

This item is for briefing purposes.

RECOMMENDATION:

This item is for briefing purposes.