



City of San Antonio

Agenda Memorandum

File Number:18-6291

Agenda Item Number: 2.

Agenda Date: 11/13/2018

In Control: Governance Committee

DEPARTMENT: Human Resources

DEPARTMENT HEAD: Lori Steward

COUNCIL DISTRICTS IMPACTED: City-wide

SUBJECT:

Mayor & City Council Appointed Executive Evaluation & Compensation Services

SUMMARY:

Briefing and possible action on a discussion regarding the development of evaluations and compensation review of executives appointed by the Mayor and City Council.

BACKGROUND INFORMATION:

On March 26, 2018, the Mayor transmitted to the City Council the final calendar year 2018 performance measures and evaluation system for certain executives appointed by the Mayor and City Council. On June 21, 2018, City Council approved a professional services agreement with The Segal Company (Western States) Inc., dba Segal Waters Consulting for the development of evaluations and compensation review of executives appointed by the Mayor and City Council for 2019 and beyond. These services specifically include the following positions: City Manager, City Internal Auditor, City Clerk and Presiding Judge of the Municipal Court.

ISSUE:

The Governance Committee will be briefed on options and a timeline for conducting the calendar year 2018 performance review process. Additionally, Segal Waters Consulting will provide a briefing on the status of the compensation review and the development of evaluation tools for 2019 and future years. This briefing from

Segal Waters Consulting follows 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.

ALTERNATIVES:

This item is for briefing purposes.

FISCAL IMPACT:

This item is for briefing purposes.

RECOMMENDATION:

This item is for briefing purposes.