City of San Antonio

Agenda Memorandum

File Number: 19-7812

Agenda Item Number: 2.

Agenda Date: 10/16/2019

In Control: Governance Committee

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.