

City of San Antonio



AGENDA

Charter Review Commission

Thursday, April 11, 2024

5:30 PM

Central Library, 600
Soledad, Auditorium

A full list of Charter Review Commission meeting dates, times and locations can be found at <https://SASpeakUp.com/CharterReviewCommission>.

The Charter Review Commission will meet at Central Library, 600 Soledad, Auditorium beginning at 5:30 PM. Once convened, the Charter Review Commission will take up the following items no sooner than the designated times.

Approval of Minutes

1. Approval of the minutes from the March 21, 2024 Charter Review Commission meeting.

Public Comments

Individuals may sign up for live public comment the day of the meeting at the meeting location up to 15 minutes before the start of the meeting or prior using SASpeakUp up to 12:00 PM the day of the meeting. Those unable to attend the meeting may submit written comment by calling 311 or using SASpeakUp at <https://www.saspeakup.com/CharterReviewCommission> until 4:00 PM on the business day before the meeting. Comments may be provided in English or Spanish and interpretation services will be provided with advanced notice. Voicemail comments can be left at 210.207.6889. Voice messages will be limited to 300 words transcribed. Comments that do not pertain to the agenda items will not be presented to the Commission.

Briefing on the following items:

2. Presentation from staff related to public engagement
3. Briefing and discussion of the working recommendations from the following subcommittees:

- a. Language modernization
 - b. Ethics
 - c. City Council compensation and term length
4. Discussion of subcommittee assignments and issues to be considered by Charter Review Commission including future meetings calendar.

ADJOURNMENT

At any time during the meeting, the Charter Review Commission may meet in executive session for consultation with the City Attorney's Office concerning attorney client matters under Chapter 551 of the Texas Government Code.

ACCESS STATEMENT

The City of San Antonio ensures meaningful access to City meetings, programs and services by reasonably providing: translation and interpretation, materials in alternate formats, and other accommodations upon request. To request these services call 210-207-7068 or iliana.castillodaily@sanantonio.gov. For individuals with hearing loss contact Relay Texas 711. Providing at least 72 hours' notice will help to ensure availability.

For additional information on the Charter Review Commission, please visit
<https://www.sa.gov/Directory/Departments/CAO/City-Charter/Charter-Review-Commission>

Posted
on: 04/02/2024 11:49 AM

**State of Texas
County of Bexar
City of San Antonio**



Meeting Minutes
Charter Review Commission
Municipal Plaza Building
114 W. Commerce Street
San Antonio, Texas 78205

Commission Members

Bonnie Prosser Elder, Co-Chair | David Zammiello, Co-Chair
Elva Pai Adams | Josh Baugh | Luisa Casso | Mike Frisbie
Pat Frost | Frank Garza | Martha Martinez-Flores
Naomi Miller | Bobby Perez | Shelley Potter
Dwayne Robinson | Rogelio Saenz | Maria Salazar

Thursday, March 21, 2024

5:30 PM

Central Library

The Charter Review Commission convened a regular meeting at Central Library, 600 Soledad, Auditorium at 5:33 PM. City Clerk Debbie Racca-Sittre took the Roll Call noting a quorum with the following Members present:

PRESENT: 14 – Prosser Elder, Zammiello, Adams, Baugh, Casso, Garza, Frisbie, Frost, Miller, Perez, Potter, Robinson, Saenz, Salazar

ABSENT: 1 - Martinez-Flores

Approval of Minutes

1. Approval of the minutes from the Charter Review Commission meeting on March 4, 2024.

Member Robinson moved to Approve the minutes of the March 4, 2024 Charter Review Commission meeting. Member Perez seconded the motion. The motion carried by the following vote:

Aye: Prosser Elder, Zammiello, Adams, Baugh, Garza, Frisbie, Frost, Miller, Perez, Potter, Robinson, Saenz, Salazar

Absent: Casso, Martinez-Flores

Public Comments

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Brett Finley, President and Chief Executive Officer (CEO) of the North San Antonio Chamber of Commerce stated that the Chamber strongly supported elimination of the salary and tenure cap for the City Manager.

Mark Wilson representing Early Matters San Antonio and the Up Partnership requested that the Commission add an annual set aside from the City's annual revenue growth dedicated to serving youth.

Ana Trevino representing Texas Rising opposed a raise for the City Manager and recommended keeping the City Manager term limits. She supported raising the pay for the lowest paid workers rather than the highest and recommended pay equity and at least \$59,000 per year for all employees.

Ananda Tomas spoke in support of raises for the City Council but noted that it should not be doubled. She noted that the pay raises should require elected leaders to be full time. Tomas recommended that voters decide City Manager pay and tenure and since it was approved by voters before, they should not be asked again. She opposed limits of the topics or signature requirements to call a special meeting.

Ryan Lugalia-Holland, Christina Martinez, and John Jacobs with the Up Partnership recommended dedicating 20 percent of the growth in the City of San Antonio's annual revenue compared to the previous year to additional grantmaking and initiatives dedicated to young people ages 0-24.

Jecoa Ross opposed adding information to the City Charter as to how or why Special Meetings would be called. He noted that in 2018, the voters passed a City Charter amendment limiting the City Manager's tenure and compensation.

Anthony Cruz spoke in support of increasing the terms of City Councilmembers from 2 years to 4 years but for a limit of three terms instead of two. Cruz supported expanding the City Council to 14 council districts. He also supported allowing City employees to participate in the City's election campaigns and moving elections to November of even years for more voter turnout.

Larry Edmond, representing the Up Partnership, supported designating funds for youth in the City Charter. Kathleen Vale from the Shearer Hills/Ridgeview Neighborhood provided her perspective from having served on the City of Austin's Charter Review Commission and advocated for meetings to be held throughout the City and recommended transparency and public engagement.

Kate Sanchez spoke in opposition to raising the City Manager's salary but supported raising City Council salaries to a reasonable amount and requiring them to be full time and not have other jobs. Sanchez opposed increasing the number of signatures required to call a special meeting or to limit the subjects.

Raymond Zavala spoke in opposition to increasing City Council pay and overall did not support any salary for the Mayor and City Council suggesting they should be volunteers providing community service. Zavala opposed providing funding to non-profits including Haven for Hope noting that he lived within three blocks of the homeless shelter. Zavala stated that the Ethics Review Board had not held elected officials accountable. He recommended lowering the number of signatures needed to force a recall of a bad City Councilmember.

Co-Chair Zammiello thanked the members of the public for providing their input.

Luisa Casso arrived at the meeting at 6:36 p.m. after Public Comment had been completed.

Briefing on the following items:

2. **Briefing and discussion of the preliminary recommendations from the following subcommittees:**
 - a. City Manager tenure and compensation
 - b. Council districts and redistricting

City Manager Tenure and Compensation Subcommittee Report:

City Manager Tenure and Compensation Subcommittee Chair Pat Frost reported that the Subcommittee had met five times, and he reviewed comparison information related to San Antonio metro area governmental entities' executive leadership as well as other cities of similar size, budget, and number of employees. He stated that the Subcommittee reviewed the City Manager's tenure cap of eight years and the compensation cap of 10 times the lowest paid full-time city employee. Frost thanked First Assistant City Attorney Elizabeth Provencio for assisting the Subcommittee and charter language expert Charles E. Zech with Denton, Navarro, Rocha, Bernal, Santee & Zech, PC. Frost noted that the Subcommittee reviewed those comparisons as well as how the City Manager's salary and tenure had been determined before the 2018 amendment.

Frost stated that the Subcommittee concluded that the City of San Antonio could not be competitive with a cap on City Manager tenure and compensation. He stated that the Subcommittee recommended that City Council have the authority and discretion to hire and determine the length of service of the City Manager so that market and competitive indicators could be considered.

DISCUSSION

Co-Chair Zammiello clarified that other local government entities set their chief executive officer's salary and tenure.

Potter asked if the Subcommittee had discussed what might have changed since 2018 when the salary and tenure cap were approved by voters. Frost stated that the Subcommittee felt that the 2018 vote was a referendum on the salary of former City Manager Sheryl Sculley. Potter placed

independent school districts (ISD) as a frame of reference noting that San Antonio area ISD superintendents did not have a cap on their tenure or compensation which were determined by a democratically elected school board.

Baugh commented that it was important to acknowledge that there would come a time that we might not inherit a person like Erik Walsh who was brought up through the ranks and was a committed native San Antonian who was willing to take the lower salary.

Perez asked if there were any large cities that tied compensation to the lowest paid employee. Frost stated that there were none. Perez also asked if the outside consultant considered number of employees as a factor in pay. Frost stated that the number of employees and budget size weighed heavily in the analysis. Perez pointed out that it took a supermajority vote of City Council to appoint the City Manager.

Garza asked if the Subcommittee had considered comparing other cities' lowest paid employees against their City Manager. Frost stated that the Subcommittee did not review lowest paid employee salaries, however, the good news was that City Manager Walsh's salary had increased because the lowest paid employees received increases.

Baugh asked if there was an indication that the lower salaries were increased only so that the City Manager's pay could be raised. Frost dismissed the concern asserting that the City needed to be competitive for all of its employees.

City Council Districts and Redistricting Subcommittee Report:

City Council Districts and Redistricting Subcommittee Chair Frank Garza reported that the Subcommittee had met four times and he reviewed comparison cities by population, size and form of local government, process for redistricting, and charter language. Garza stated that 2021 was the first time an independent redistricting advisory committee had been appointed in San Antonio. Garza provided a chart on the growth of San Antonio and reviewed the history of the single member districts in San Antonio.

Garza stated that the Subcommittee had concluded that there was no need to increase the number of council districts at this time but recommended a review every 10 years after release of the United States Census, however, increasing the number of council districts should be approved by voters and not automatically through the City Charter. Garza added that the Subcommittee recommended an increase in city council office resources to provide constituent services.

Based on experiences from the 2021 Redistricting Advisory Committee, community feedback and research into best practices, the Subcommittee concluded that a hybrid redistricting commission, versus an independent commission, would best serve San Antonio's redistricting process, according to Garza. Garza stated that the Subcommittee recommended adding Charter, Section 4A creating a hybrid redistricting commission composed of 11 total commission members (1 appointed by the mayor and 10 appointed by each Councilmember). He noted that all members must be registered to vote in their respective council district and could not be an elected official to any local, State or Federal office or their immediate family member nor an employee of the City of San Antonio, a Local Government Corporation governed by the City Council, or employed/supervised

by a Councilmember.

Garza stated that the Subcommittee recommended a process where the Redistricting Commission would create and present a plan to City Council. Under this process, the City Council could propose amending the recommended plan in an open meeting with a written explanation for the amendment. He noted that the proposed amendment would go back to the Commission for consideration. He indicated that if the amendment was adopted by the Commission, the amended plan could be adopted by City Council with a majority vote. Garza stated that if the City Council's amended plan was rejected by the Commission, then either: 1) the original recommended plan could be adopted by a majority vote of City Council, or 2) the City Council's amended plan could be approved by three-fourths (9 votes) of the members of the City Council.

Garza indicated that the Subcommittee put a timeline on the process adding that if final action was not taken by the City Council within 45 days after the recommended plan was presented to the City Council for adoption, the recommended plan of the Redistricting Commission would become the final districting plan for the city.

DISCUSSION

Adams asked if the Subcommittee considered the population size of the council districts. Garza stated that there needed to be no more than a 10% population difference between the largest and smallest council district and currently each council district had about 143,000 residents.

Potter clarified that the Subcommittee's recommendations were intended to be placed in the City Charter.

Robinson suggested excluding spouses of city employees, local government corporation employees, or employees of Councilmembers in their private businesses from serving on the Redistricting Committee. Baugh recommended ensuring transparency in the lobbying clause and asked whether the Subcommittee considered population growth triggers for adding council districts. Garza stated that the Subcommittee did not recommend automatic triggers for adding council districts noting that the budgets for the individual districts had grown enough to allow the district offices to have enough staff to respond to the needs of their residents. Perez commented that each council district had 7-9 full time employees to help serve their constituencies and service levels were discussed by the Subcommittee.

Prosser Elder asked about the number of commissioners and why they were only recommending 11. Garza stated that this was similar to other boards and commissions of the City and noted that having over 20 board members made deliberations more difficult. Casso asked how many staff each council district had and the population they served. Garza said that in 2021, the Redistricting Committee ensured that every council district was within 10% of 143,000 based on the 2020 Census; he was unsure how many staffers each council district had.

Co-Chair Prosser Elder summarized that all Subcommittees had presented their preliminary recommendations and noted that the Charter Review Commission (CRC) would have two meetings in April to continue to refine recommendations based on research, discussion, and feedback from the CRC and the public.

Check-in with CRC members:

Co-Chair Zammiello stated that this was also an opportunity to check-in to ensure that the CRC was on the right track to meet the timeline and deliverables and asked each commissioner to provide comments.

Potter asked about community engagement and requested an update on the outreach efforts to ensure neighborhood associations and residents were made aware of the meetings. Assistant Director of the Communications & Engagement Department, Laura Mayes, reported that neighborhood associations and stakeholder groups had received emails. She stated that the department had distributed flyers to all branch libraries, senior centers, and community centers. The department also paid for social media advertising, according to Mayes. Co-Chair Prosser Elder requested a full report on outreach activities at the next meeting.

Robinson stated that he had recommended that someone register to participate but they had difficulty with SA Speak Up. Robinson complimented the Co-Chairs on their direction to ensure that the Subcommittee Chairs kept their Subcommittee Members informed and engaged. Robinson felt that he needed to learn more about the work of the other Subcommittees in which he was not a member. He supported more outreach to the community and meetings in other parts of the City to get feedback and suggested putting ads in VIA busses.

Co-Chair Zammiello stated that he and Co-Chair Prosser Elder had made themselves available to speak at neighborhood meetings. Robinson recommended that the media speak to the Subcommittee Chairs about the recommendations coming from their Subcommittees to ensure consistency. Prosser Elder commented that everybody knew where the Central Library was located and if the CRC kept moving the meeting around, it might be more difficult for residents to find the meeting suggesting that consistency and certainty regarding location and technology were important considerations.

Salazar thanked the Co-Chairs for the structure they had laid out and appreciated the information that had been provided by the Subcommittees.

Co-Chair Zammiello outlined next steps and reminded Commissioners that the first week of May would be time for the CRC to come back with final proposals so the final discussion and action could be completed by the end of May 2024.

ADJOURN:

There being no further discussion and no objection to adjournment, the meeting was adjourned at 7:25 p.m.

Approved

Bonnie Prosser Elder, Co-Chair

David Zammiello, Co-Chair

Respectfully Submitted

Debbie Racca-Sittre, City Clerk

DRAFT

Charter Review Commission



**April 11, 2024
Central Library**

Agenda

- Approval of Minutes
- Public Comment
- Communications & Engagement Briefing
- Proposed Recommendations:
 - Language modernization
 - Ethics officer and other ethics revisions
 - City Council compensation and term length
- Process Check-In
- Adjournment

Public Comment

Subcommittee Proposed Recommendations

- **Language Modernization**
- **Ethics Officer and Other Revisions**
- **City Council Compensation and Term Length**

Meeting Protocols



Commission members are encouraged to share their insight, knowledge and experience and in doing so should understand and appreciate that others may have an equally relevant, important but different point of view that deserves respect.

Commission members should:

- recognize that their colleagues are individuals with a wide variety of backgrounds, personalities, values, opinions, and goals who have chosen to volunteer their time to this important effort.
- be mindful of the content, tone and delivery of their words while asking a question or making a comment to others involved in this process.
- respect the public and other members' speaking time.
- practice civility, professionalism and decorum in discussions and debate.

Charter Review Commission



**Language Modernization Subcommittee
Proposed Recommendation
April 11, 2024**

Agenda



- Charge
- Resource Investment and Research
- Analysis
- Feedback
- Recommendation

Language Modernization

Charge

Language - Whether the Charter shall be generally amended to update its language to more accurately reflect current processes, acknowledgments, and roles

Special Meetings – (Section 11) Evaluate language that provides for special meetings of the City Council, and how those meetings should differ in purpose, use, and timing from the current policymaking process (Council Consideration Requests)

Chair: Maria Salazar

Members:

- Frank Garza
- Shelley Potter
- Dr. Rogelio Saenz

Resource Investment and Research



- Subcommittee met two times since March 4th presentation
- Reviewed additional provisions of the Charter submitted by:
 - Human Resources
 - Public Utilities
 - Finance, and
 - Budget
- More discussion of Section 11 (special meetings), incorporating feedback from public comments

Resource Investment and Research



- Article VI: Civil Service Provisions and Human Resources Department
 - 10 provisions reviewed
 - 8 provisions recommended for revisions
 - 17 total suggested amendments
- Finance, Budget, and Public Utilities
 - some comments and recommendations duplicates of previous work by committee
 - Entire Charter reviewed
 - 12 provisions recommended for revisions
 - 18 total suggested amendments

Analysis: Civil Service Provisions/HR Dept.



- Article VI of the Charter: Outdated provisions include:
 - Section 70. Civil Service Commission
 - Subsection (b) authorizing investigations at Commission, Council or Management initiative, which has not been exercised in over 15 years and is already within authority of Human Resources
 - Section 71. Personnel Director
 - Change to Human Resources Director throughout
 - Provisions addressing open competitive examinations for all appointments in classified civil service, lists of those most eligible for promotion, probationary reporting, certification of employment prior to issuance of paychecks – not done in decades

Analysis: Civil Service Provisions/HR Dept.



- Article VI of the Charter: Outdated provisions continued:
 - Section 72. Civil Service Rules.
 - Remove requirement for competitive testing and service ratings for employment, promotion, suspension or termination; leave in requirements for education, experience, intelligence, knowledge, ability and willingness to work for same
 - Remove other references to competitive testing
 - Section 73. Appointments.
 - Remove entire provision requiring certification by HR director of every person appointed to classified civil service

Analysis: Civil Service Provisions/HR Dept.



- Article VI of the Charter: Outdated provisions continued:
 - Section 75. Information, reports, and access to premises and records.
 - Change personnel director to HR Director
 - Section 76. Suspensions, reductions, and removals.
 - Change personnel director to HR Director (twice)
 - Remove unused provision requiring written notice of suspension, reduction in pay or class, or removal during provisional period – does not apply to any civilian employee
 - Remove requirement that civil service commission meet within ten business days to hold hearings on appeals of suspension, termination, reduction in pay or class – are scheduled within ten days but not held in that time frame

Analysis: Civil Service Provisions/HR Dept.



- Article VI of the Charter: Outdated provisions continued:
 - Section 77. Status of appointive officers and employees when this charter became effective.
 - Remove entire provision, and reserve for future use.
 - Provides that all officers and employees other than those excepted from civil service are subject to civil service rules on the date the charter becomes effective, January 1, 1952
 - Section 78. Prohibitions
 - HR and this Committee do not have recommendations regarding employee participation in general elections
 - could be for a future CRC to review; would be substantive change

Analysis: Finance, Budget, Public Utilities



- Recommended revisions of outdated provisions:
 - Section 56. Powers and duties (of Finance department)
 - Remove subsection (2) that requires Finance department to prepare budget; the Office of Management and Budget now handles
 - Remove subsection (4) that requires Finance to control the purchase, storing, and distribution of all supplies, material, equipment, and contractual services now or hereafter required by the council. All council purchases are now coordinated through the City Council Office
 - Update subsection (6) to remove outdated text and add notes to list of types of city indebtedness
 - Removed provisions will be “reserved” for future use

Analysis: Finance, Budget, Public Utilities



- Outdated provisions continued
 - Sections 71 and 77 - similar recommendations as Human Resources
 - Article VII. Finance - add “and Budget” to caption
 - Section 91. Power to assess, bill, and collect ad valorem taxes
 - Change tax assessor “officer” to “position” as that is what it is called today
 - Section 95. Taxes when due
 - Change payment options currently set as “one, or two equal installments”, to “as provided by state law”, which currently permits senior citizens to pay monthly, or quarterly.

Analysis: Finance, Budget, Public Utilities



- Outdated provisions continued
 - Section 101. Sale of bonds and Section 3, paragraph 6, subsection (3)
 - add “and certificates of obligation” in title of Section 101
 - add “or certificates” after bonds in text of both provisions
 - Section 104. Disbursement of funds
 - Clarify that all required signatures for disbursement of funds shall be by an authorized signatory designated by City Ordinance
 - Remove requirement that City Manager sign
 - Require two authorized signatory signatures
 - Section 107. Independent Audit
 - Clarify that auditor for this provision is an “External” CPA

Analysis: Finance, Budget, Public Utilities



- Outdated provisions continued
 - Section 136. Supervisor of Public Utilities
 - Reorder to reflect current process
 - Add “franchise holder” to sentences referencing public utility operators to reflect current inspection and examination authority

Analysis: Special Meetings by Written Request



- Section 11. Meetings of the Council.
- Special meeting called if three councilmembers request in writing
- Discussed at length and previously considered by committee
 - Standard means to agendaize items through Council Consideration Request with five Council signatures, ordinance recently updated to expedite process
 - Emergency meetings can be held if imminent threat to health, safety and welfare, one hour notice required by state law
 - Special meetings other than Wednesdays and Thursdays not uncommon, set by City Manager with Office of the City Attorney assistance
 - Special meetings at written request of three Councilmembers rarely used (perhaps three times in past 15 years)

Feedback



- March 4th and 21st in-person meetings, and through SA SpeakUp
 - 5 oral, one written comment supporting no change to Section 11, citing transparency, democracy, and public engagement (one a duplicate)
 - 1 oral comment supporting change to Section 78, to permit employee participation in general elections
- No feedback from CRC members; one resident has reached out to several subcommittee members to explain importance to them of employee participation in general elections
- Subcommittee discussion on feedback centered around substance of changes
- Feedback impact on subcommittee recommendations for Section 11 and 78 had similar results: best suited for a full Charter Review Commission study and analysis, would be substantive changes and individual propositions on a ballot

Recommendation



- Maintain recommendations made March 4, 2024, except Special Meetings
 - Section 11. Special Meetings
 - No amendments other than striking calling of meeting by City Clerk, as City Manager's Office and City Attorney's Office now manage
 - Changing purpose, use, and timing a significant change, worthy of review by a full Charter Review Commission
- Support HR recommendations for amendments
- Support Finance, Budget, and Public Utilities recommendations
- Refer Sections 11 and 78 to a full Charter Review Commission for analysis and recommendations

Q & A



Thank You
End of Presentation

Charter Review Commission



**Ethics Subcommittee
Proposed Recommendations
April 11, 2024**

Agenda

- Charge
- Resource Investment
- Feedback
- Research and Conclusions
- Proposed Recommendations
- Next Steps

Ethics Officer and Other Revisions

Charge

Ethics Officer - Whether the City should be able to appoint an independent ethics auditor with a legal background

Other Ethics Revisions - Whether the Ethics Review Board should be autonomous with independent oversight and power to compel testimony, and whether any additional recommendations would strengthen the effectiveness, authority, and/or jurisdiction of the board

Chair:

- Mike Frisbie

Members:

- Elva Pai Adams
- Josh Baugh
- Bobby Perez
- Shelley Potter

Resource Investment and Research



- Committee met to fine tune proposed recommendations
 - Proposed recommendations mostly consistent with preliminary recommendations but more refined
- Reviewed Conflicts of Interest document created by staff to determine appropriate language

Feedback



- Received feedback
 - Public comment asked that ERB be empowered and used to hold City Council accountable
 - Chair requested information on time spent on ethics training
 - 29 hours of formal ethics training was provided to City Council, boards and commissions, and staff across the City in 2023
 - Compliance Auditor spends 10% of her time providing ethics training or doing training related activities
- Feedback generally supported the preliminary recommendations presented

Ethics Review Board Structure and Authority



ERB coupled with Compliance Auditor is an overall best practice model

- In 2004, ERB was established in the City Charter
- Section 166(b) outlines that a specific cause is required to remove a member of the ERB
- Section 168 states that the ERB decision is final unless appealed to District Court

Research and Conclusions

Regarding “conflicts of interest” – Ethics Code contains several sections that address conflicts of interest in variety of ways, but Charter does not have language that addresses it directly

- Charter should include high-level statement that addresses the City’s principles regarding conflicts of interest

All City officials and employees are expected to uphold the highest standards of ethical conduct, ensuring that their actions do not lead to improper personal gain or an adverse effect on the city's interests. In support of this commitment, the City Council shall enact ordinances to enforce this principle, covering areas such as official actions where significant private interests are involved, the acceptance of gifts, confidentiality, and advocacy for private interests. The ordinances will also provide requirements regarding mandatory financial disclosures.

Significant private interests include any financial or non-financial interests, relationships, or affiliations that could reasonably be expected to interfere with an official's or employee's ability to act in the best interests of the city or that could create a perceived conflict of interest or appearance of impropriety.

Research and Conclusions

Determined extending look-back to Council members full tenure would conflict with existing statutes of limitation under state law for same offenses so no longer being considered

- Class A and B misdemeanors have a 2-year statute of limitations, state law for offenses related to ethics and campaign finance violations are generally Class A or B misdemeanors
- The Texas Ethics Commission also has a 2 or 3-year statute of limitations depending on the violation

Proposed Recommendations



Whether the City should be able to appoint an independent ethics auditor with a legal background.

- Yes, but not recommended
- Leave Ethics Auditor position as is
- Current structure fosters a balance between independence and collaboration

Proposed Recommendations



Whether the Ethics Review Board should be autonomous with independent oversight.

- The ERB has a high level of independence and oversight authority, however enhancements can be made

Should the Ethics Review Board have the power to compel testimony?

- The ERB has the power to compel testimony, Charter Sec. 167(c)(7)

Proposed Recommendations



Would additional recommendations strengthen the effectiveness, authority, and/or jurisdiction of the board?

Yes, as follows:

- Add high level definition of “conflicts of interest”
- Appropriate sufficient funding for ERB to fulfill all duties
- Remove term limits for ERB members
- Increase ERB discretion to determine whether to accept or refuse complaint cases when complaints have been otherwise resolved

Next Steps



- Continue to seek public feedback
- Continue to seek Commission feedback
- Finalize recommended Charter language changes

Q & A



Thank You
End of Presentation

Charter Review Commission



**City Council Compensation & Term Length
Subcommittee**

Proposed Recommendations

April 11, 2024

Agenda

- Charge
- Resource Investment/Action Plan
- Research and Conclusion
- Proposed Recommendations
- Next Steps

City Council Compensation and Term Length



Charge

City Council Term Length: Whether Mayoral or Mayoral and Council terms should be extended to four years with a limit of two terms, and whether such terms should be staggered

City Council Member Compensation: Whether City Council members should be compensated on indexed terms that more accurately reflect the city's cost of living and lower barriers to participation in City government

Chair:

- Luisa Casso

Members:

- Josh Baugh
- Mike Frisbie
- Martha Martinez-Flores
- Dwayne Robinson

Resource Investment



- COSA staff gathered additional research at the direction of the sub-committee
- Conducted benchmarking against comparable cities
- Four additional meetings with former City Council Members
- Subcommittee has met 7 times; Chair 1:1 conversations with members

Action Plan – Council Terms

- Reviewed term limits in comparable cities
- Interviewed former council members
- Determined areas of discussion
 - Term length
 - Number of terms
 - Stagger vs Concurrent
 - Total years for service in a seat
- Discussed implications proposed changes to terms and term limits
 - Researched current city charter/state statute
 - Developed and Evaluated three implementation options

Research and Analysis: Council Terms



City	Term Length	Term Limit
San Antonio	Two years	Four terms
Dallas	Council: Two years Mayor: Four years	Four consecutive terms
Fort Worth	Two years	None
El Paso	Four years	10 total years
Austin	Two years	Two consecutive terms
Phoenix	Four years	Mayor: Two terms Council: Three consecutive terms
San Jose	Four years	Two consecutive terms
Philadelphia	Four years	None
San Diego	Four years	Two terms
Corpus Christi	Two years	Mayor: Four consecutive terms Council: Two consecutive terms

Research and Analysis: Council Terms



- Benefits / Shortcomings of expanding term length to four years
 - Extends focus on governance **vs.** frequency of election cycle
 - Complete a capital project cycle **vs.** interest in short term projects
 - Committed candidates **vs.** possible stepping-stone politicians
 - Reduced frequency of election cycles strengthens council focus
 - Stability from a strong elected official **vs.** turnover after two years
 - Eight years is optimal length of total council service – timely change

Research and Analysis: Staggered Terms



Evaluated Three Term “Cycle” Options:

1. Concurrent (Simultaneous):

- 10 City Council districts
- Mayor election at the same time

2. Staggered:

- 5 City Council districts in one cycle
- 5 City Council districts plus Mayor in a separate cycle

3. Hybrid:

- 10 City Council districts in one cycle
- Mayor in separate cycle

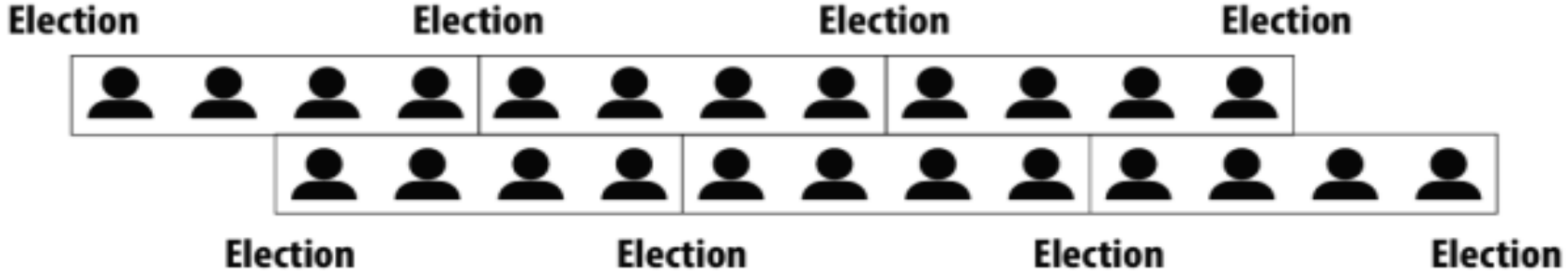
Research and Analysis: Staggered Terms

SIMULTANEOUS TERMS



Examples of cities with simultaneous/successive terms: Dallas, San Jose (CA), Fort Worth.

STAGGERED TERMS



Analysis and Discussion: Implementation



Concurrent:

- 10 City Council districts & Mayor election at the same time

Pros:

- ★ Continuity of business, especially with longer terms
- ★ Reduced number of elections; save taxpayer dollars \$800K/election
- ★ More unified cohort

Cons:

- Risk for high turnover and loss of institutional knowledge
- Limited time to enact city business with short cycles

Analysis and Discussion: Implementation



Staggered:

- 5 City Council districts at one time
- 5 City Council districts & Mayor election at one time

Pros:

- ★ Prevents significant turnover on council at one time;
- ★ Reduced disruption; 1/2 continue to focus on governance

Cons:

- Unfair advantage for districts tied to mayor election
- Frequent number of elections leads to voter fatigue additional costs
- Implementation requires drawing for terms;
- Redrawing of terms every ten years with census & redrawing of districts

Proposed Recommendation: Council Terms



- Council term lengths should be changed to two – four-year terms.
- Council total years of service should remain at eight.
- Council and mayor should be elected concurrently - not stagger terms.

City Council Compensation and Term Length



Charge

City Council Term Length: Whether Mayoral or Mayoral and Council terms should be extend to four years with a limit of two terms, and whether such terms should be staggered

City Council Member Compensation: Whether City Council members **should be compensated on indexed** terms that **more accurately reflect the city's cost of living** and lower barriers to participation in City government

Chair:

- Luisa Casso

Members:

- Josh Baugh
- Mike Frisbie
- Martha Martinez-Flores
- Dwayne Robinson

Action Plan Update: Council Compensation



- Reviewed charters and council compensation models of other cities
- Interviewed former council members to understand roles/responsibilities
- Analyzed compensation data
- Discussed several options to match and align compensation with role
 - Continue to review potential indexing modes and metrics
- Evaluated potential benefits beyond base salary, including retirement, but chose to remain focused solely on base compensation for mayor and council
- Consulted with subject matter expert in executive compensation

Next Steps: Council Compensation

- Complete analysis of council member role evolution (past, present, future)
- Complete study to understand expectations, duties and attributes
- Analyze options that best align role with appropriate compensation ranges
- Expand options to match, index and modify on a repeatable basis
- Continue to receive community feedback
- Prepare to present options at upcoming CRC meeting

Q & A

Next Steps



- Commission Feedback
- Public Comment
- Further discussion on previously identified unanswered questions



Thank You
End of Presentation

Process Check-In

Roadmap



Meeting Date		
April 11	Continue to refine recommendation based on research, discussion, and feedback from CRC and the public.	Presentations by: <ul style="list-style-type: none">• Ethics• City Council compensation and term length• Language modernization
April 25		Presentations by: <ul style="list-style-type: none">• Council districts and redistricting• City Manager tenure and compensation

***March 21 CRC meeting to serve as checkpoint**

Roadmap



Meeting Date	
May 6 and 9*	Presentation by all subcommittees of final proposals
May 20 and 23*	Final discussion and actions

*All May dates should be held for general CRC meetings

Next Meeting



Thursday, April 25, 2024 – public comment and refined recommendations from:

- City manager tenure and compensation
- Council districts and redistricting
- 5:30 p.m. – 7:30 p.m.
- Central Library



Thank You
End of Presentation

Charter Review Commission

Public Comment Update





Charter Review Commission

Communications & Engagement Update

Primary Goals

- Encourage residents to participate in public comment process and understand the role of the Charter in the City

Ways to participate

- Attend in person
- SASpeakUp.com
- Call 311

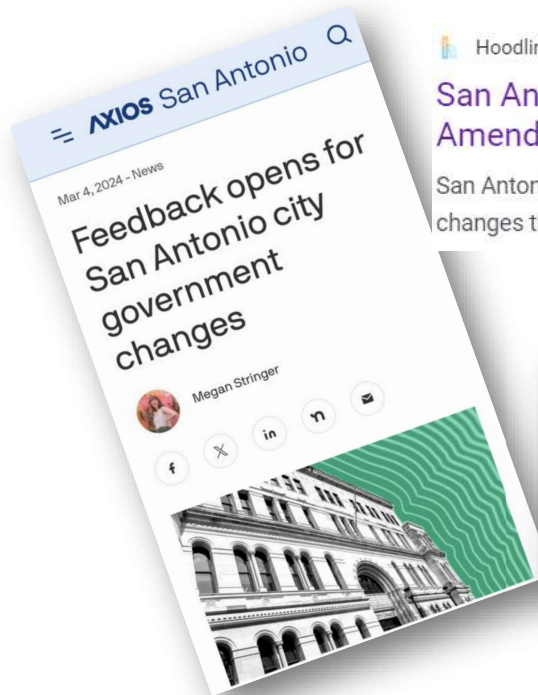


Communication Efforts

- Media materials:
 - Press release/requests for coverage
 - Media interviews with Commission Co-Chairs
- Social media posts:
 - Social media videos
 - Social media ads
- Grassroots:
 - City-wide text messages
 - Discussions with local organizations
 - Email outreach to City lists and stakeholder groups
 - Distribution of flyers
 - Digital signage at City facilities and kiosks

Press Release (Feb. 28)

- Press release sent prior to the first Charter Public Comment meeting



Hoodline

San Antonio Opens Doors for Public Input on City Charter Amendments

San Antonio's Charter Review Commission seeks public input on potential City Charter changes through meetings and digital platforms.



Texas Public Radio

Residents are invited to give feedback to proposed changes in the San Antonio City Charter

Texas Public Radio | By [Marian Navarro](#)

Published February 29, 2024 at 12:28 PM CST



San Antonio Report

How to weigh in on San Antonio's proposed City Charter changes

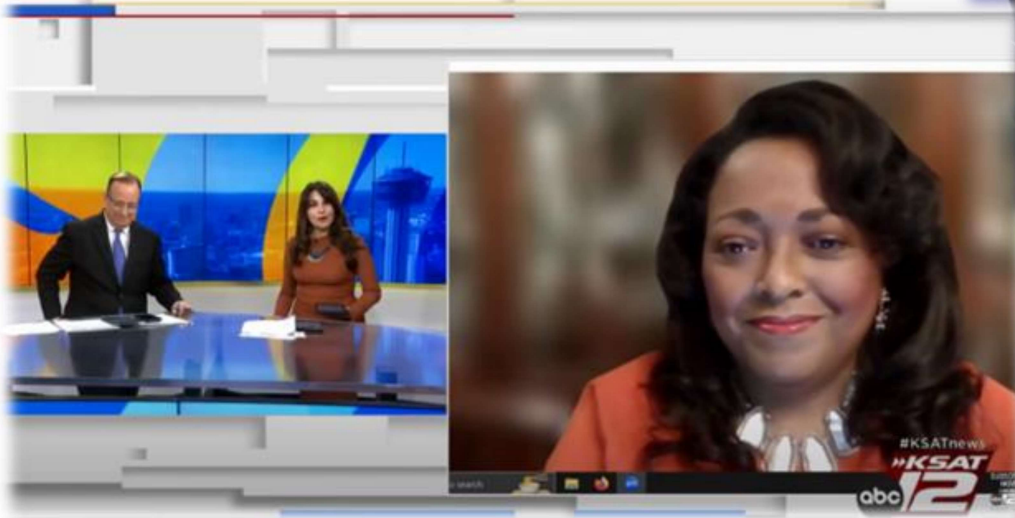
The Charter Review Commission's recommendations will be presented to the public for feedback in March and to City Council in June before...

SAN ANTONIO · 4 MARZO, 2024 4:00 PM

Piden recomendaciones de la comunidad para cambios en la ciudad de San Antonio

Los salarios de los concejales y el cambio de distritos son algunos de los temas que está en la mesa para discutirse.

LIVE Interviews



Requests for Coverage

- Sent to media prior to meetings
 - Allows media to remind public
 - Reminds media of upcoming public comment coverage opportunity



San Antonio Express-News
<https://www.expressnews.com> > News

Commission wants unlimited salary, tenure for city manager

Mar 22, 2024 – The commission wants City Council to determine San Antonio city manager which would require voters to undo the charter change they ...

San Antonio Report

A big pay bump for mayor, City Council could be put to voters



SA City Council members could get a pay raise soon. Not all of them think they should.

Initial ranges presented to the city's Charter Review Commission include the potential for six-figure salaries for the mayor and city council members.



NEWS

San Antonio City Council, mayor could get massive pay raises. You may be asked to approve them.

Molly Smith
March 5, 2024



LOCAL NEWS

Six-figure salaries for San Antonio City Council? Early pay raise talks raise eyebrows among council members

Media Coverage Metrics

Mention Analytics

Audience by Media Type



● Online News ● TV ● Radio

Publicity by Media Type



● Online News ● TV ● Radio

Mentions by Sentiment



Total National TV Audience
66,354

Total National TV Publicity
USD \$74,548

Total Local TV Audience
66,354

Total Local TV Publicity
USD \$74,548



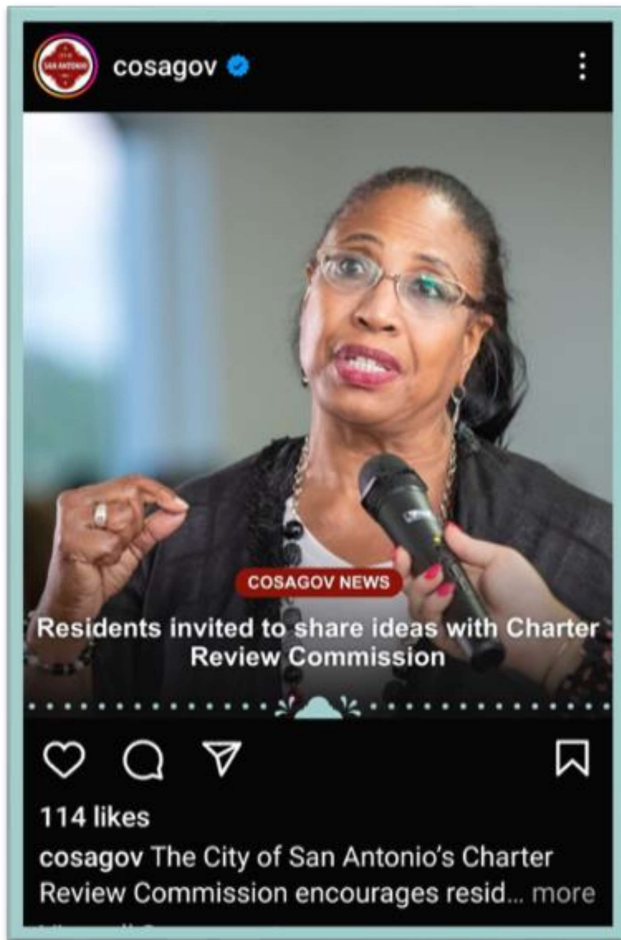
Total Radio Audience
282,575

Total Publicity Value
USD \$1,396



Total Online News Audience
768,417

Total Online News Publicity
USD \$7,306

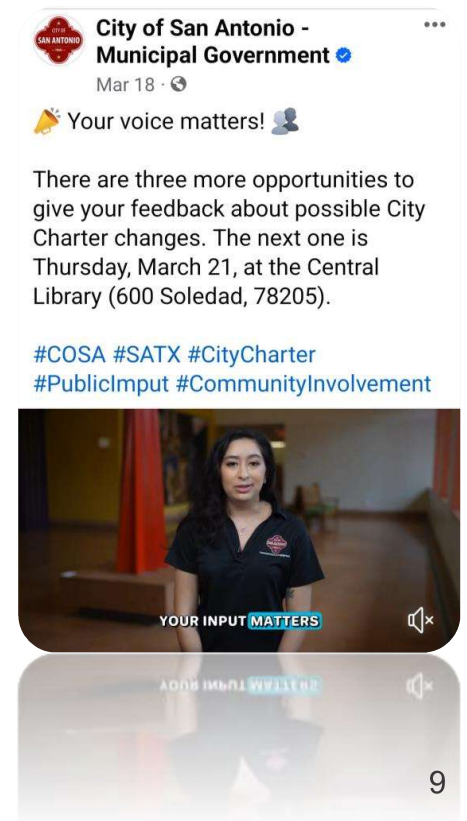


Social Media Posts

Followers on City Accounts

- Facebook (117,000+)
- Instagram (34,500+)
- X (195,000+)
- Nextdoor

- 56 Posts
- 200,410 people (reach)



Social Media Videos

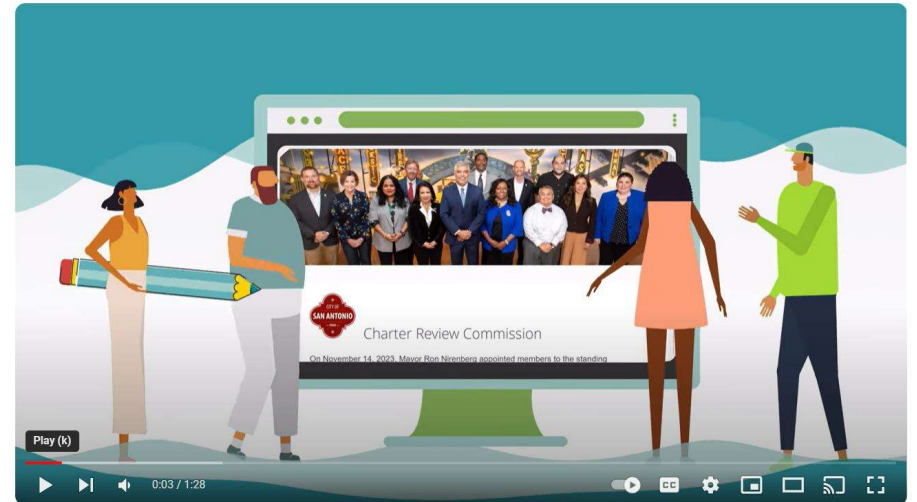
- What is the City Charter?
- **Process to change the City Charter?**
- How to give public input?
- How it becomes an item on the ballot?



Social Media Ads

Impressions:

- Meta – 623,577+
- YouTube – 60,517+



City-wide Text Messages

- Sent before public speaking opportunities
- Link included sends to information on how to take part in public input



MESSAGES

now

City of San Antonio

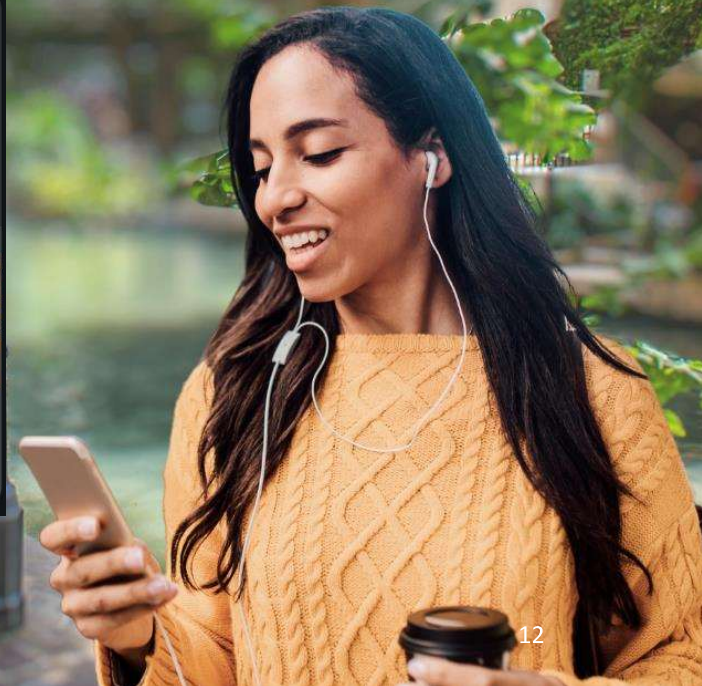
Stay up-to-date with your City!

Text **COSAGOV** to **73224**.

Share your thoughts with the City Charter Review Commission on April 11 or 25 at 5:30pm at Central Library, or comment by calling 3-1-1 or by visiting <https://input.li//HGT5054>



Charter Review Commission - Pub...
saspeakup.com



Other Speaking Engagements

- South Texas Business Partnership
- San Antonio Hispanic Chamber of Commerce
- San Antonio Business Coalition
- bigcitysmalltown Podcast





Digital Promotion

Emails & Digital Signage

Email

- March 1 and March 28
- Lists:
 - Neighborhood Engagement Brief
 - Association & Organization Registry
 - City Department Lists
 - Chambers of Commerce



San Antonio's Charter Review Commission wants to hear from you!

Speak up on any of the following topics:

- **Ethics**
 - Should the City have an independent ethics officer and/or Ethics Review Board, and should the Charter be amended to give the Ethics Review Board more authority?
- **City Council Compensation and Tenure**
 - Should Council members' compensation more accurately reflect the City's cost of living which could lower financial barriers to participation in city government?
 - The Council currently serves a maximum of four two-year terms. Should those change to two four-year terms, and should those terms be staggered?
- **City Manager Tenure and Compensation**
 - Should the City Manager's tenure and compensation be determined by the sole discretion of the City Council?
- **City Council Districts and Redistricting**
 - Should the City have more council districts? The City currently has 10 council districts, plus the Mayor serving at-large over the entire city. Is that enough or should more be added?
 - Should the City establish an independent redistricting committee? If so, how should it be appointed?
- **Language Modernization**
 - Should outdated language in the Charter be updated to reflect current terms, laws and processes?

Email Reach

- Issued March 6 and April 3
- **19,044** total recipients
- Average Open Rate:
 - SASpeakUp: **91%**
 - NEB: **85%**



A graphic for the Neighborhood Engagement Brief. It features the City of San Antonio logo at the top center, with the text "Neighborhood Engagement Brief" and "April 2024" below it. The background is a teal color with a photo of a woman speaking into a microphone. The woman is wearing glasses and a dark jacket.

Charter Review Commission wants to hear from you!
Any of the following topics:

Ethics
Should an independent ethics officer and/or Ethics Review Charter be amended to give the Ethics Review

Term and Tenure
Council members' compensation more accurately reflect the changes that could lower financial barriers to participation in

the Charter. Should a council member serve a maximum of four two-year terms. Should council members serve one-year terms, and should those terms be

Compensation
Should council members' tenure and compensation be determined by the City Council?

Redistricting
Should there be more council districts? The City currently has 10 council districts. Should the Mayor serving at-large over the entire city. Is the Mayor's term more to be added? Should there be an independent redistricting committee? If so, what should be its terms?

Should the Charter be updated to reflect current issues?

Public Comment for Charter Review Commission

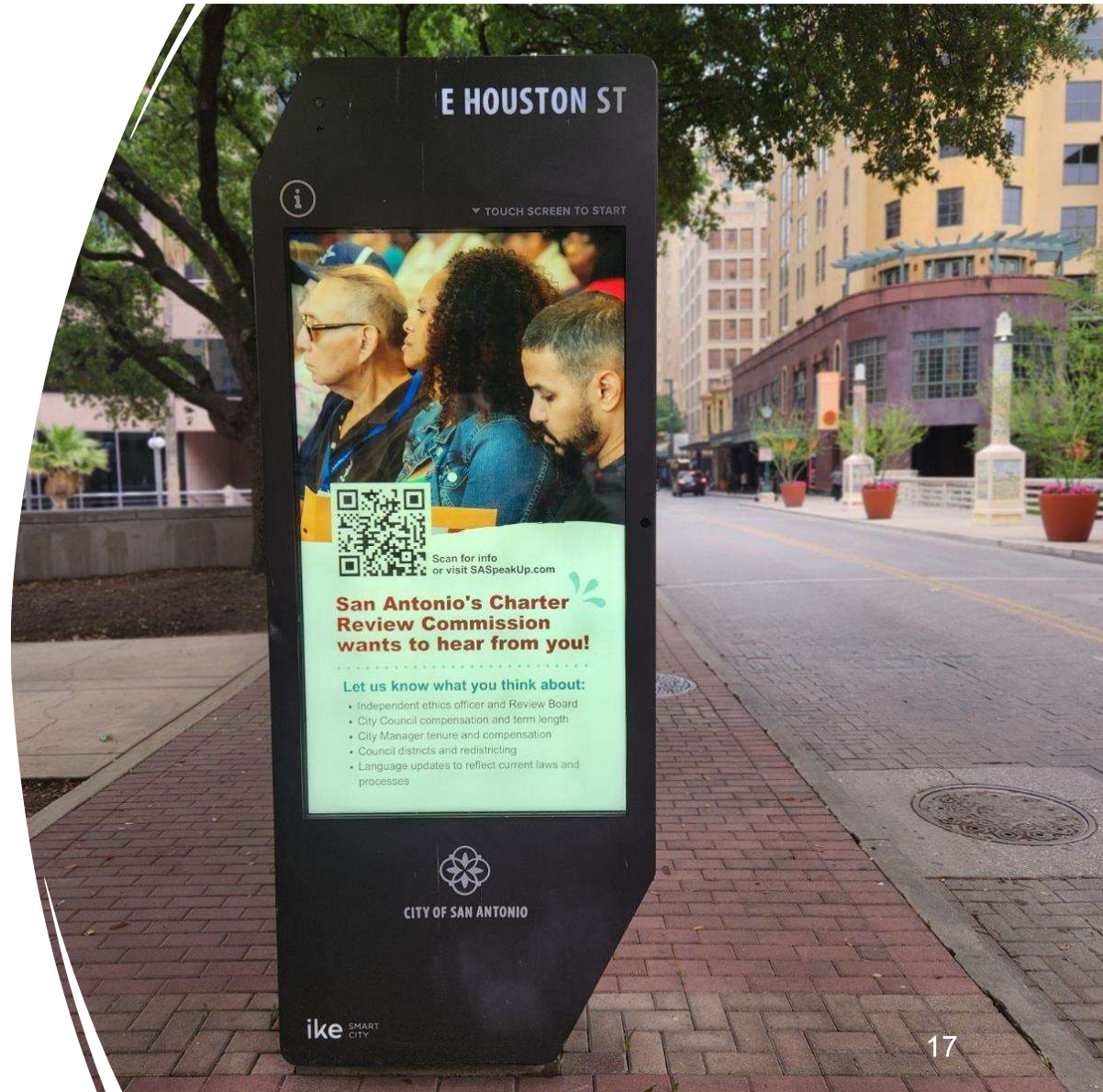
Participate in the City Charter review process by attending public comment sessions in April, or sharing your input online or by calling 3-1-1.

[Learn More](#)

Digital Signage

Locations

- City Tower
- City Hall
- **26** IKE locations





Flyer Distributions

City Council Offices

10



Senior Centers

11



Libraries

31



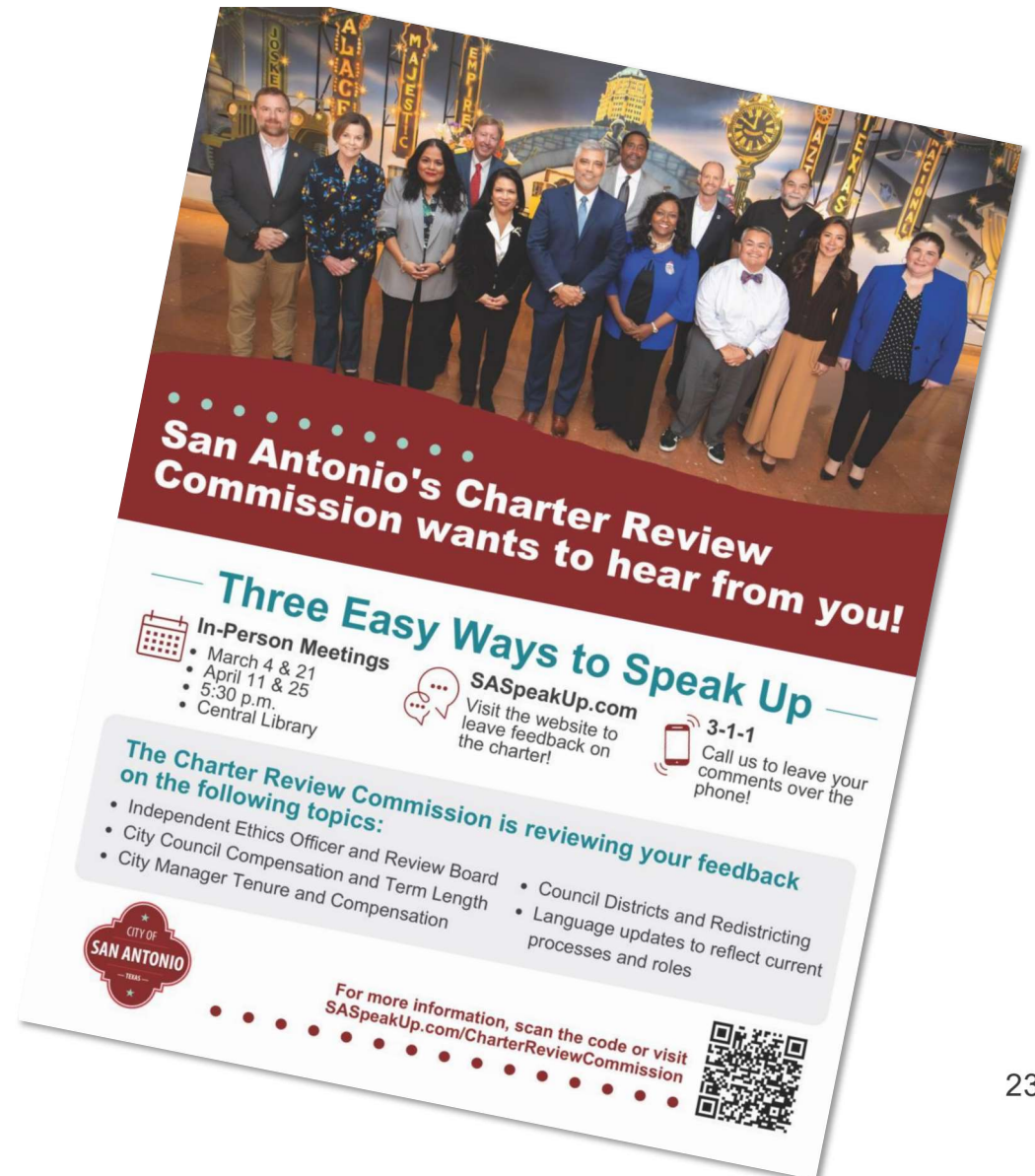
Community Centers

18



Print Reach

- 70 locations
- 2,500 flyers distributed
- English & Spanish



THANK YOU!

