



City of San Antonio

Agenda Memorandum

File Number:

Agenda Item Number: 19

Agenda Date: December 19, 2024

In Control: City Council A Session

DEPARTMENT: City Attorney's Office

DEPARTMENT HEAD: Andrew Segovia, City Attorney

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Amending the Employment Agreement for the City Manager

SUMMARY:

The City Charter provisions addressing the compensation and tenure of the City Manager were changed as a result of the November 2024 election. This item authorizes the execution of an addendum to the employment contract for the City Manager to reflect the new Charter provisions.

BACKGROUND INFORMATION:

City Council entered into an employment agreement with City Manager Erik Walsh signed February 25, 2019. The original agreement reflected the essential terms under which the City Manager will provide employment services to the City as the City Manager of the City. The original agreement terms included an 8-year limitation in years in the position imposed by the Charter since 2018.

On November 5, 2024 the City's voters in the Charter Amendment election, amended the City Charter through Proposition C to grant authority to the City Council to set the full terms of the City Manager's employment including tenure and compensation. Proposition C effectively removes the 8-year limitation previously imposed by the Charter.

City Council is now updating the agreement by amending the following sections:

- Section 1.2 to remove of the 8-year limitation in the agreement by eliminating language stating that “the City Manager may not serve in the capacity of City Manager for more than 8 years,”
- Section 2.1 to update the base salary effective January 1, 2025 to an annual rate of \$461,000, and
- Section 3.2 to remove the mobile phone allowance.

The agreement will be amended so that it reads as follows:

I. SCOPE OF SERVICES

1.2 Council has appointed Erik Walsh as City Manager for an indefinite term.

II. COMPENSATION

2.1 In consideration of City Manager's performance in a satisfactory manner as described in Article I, the City shall pay the City Manager a base salary plus specified benefits. The initial base salary effective January 1, 2025 will be paid at an annual rate of \$461,000 and is payable in installments at the same time as other employees of the City are paid.

III. EXPENSES AND PROFESSIONAL DEVELOPMENT

3.2 To effectively perform assigned duties, the City Manager requires effective and reliable tools and resources, including staff, IT assets and support, and transportation. To further effective performance by the City Manager the City shall pay City Manager a monthly stipend in the following amounts:

- i. a car allowance of not less than \$500 per month.

ISSUE:

The City Manager is appointed by City Council and under the current City Charter has full discretion to set the term and compensation for the City Manager.

ALTERNATIVES:

Not Applicable

FISCAL IMPACT:

NA

RECOMMENDATION:

Staff recommends approval of this item to reflect the updated Charter language.