

Item 1. Briefing and discussion of the final recommendations from all subcommittees in response to the Commission's charge.

- **Ethics Officer and Other Ethics Revisions**
- **City Council Member Compensation and Term Length**
- **City Manager Tenure and Compensation**
- **Council Districts and Redistricting**
- **Special Meetings (City Charter, Article II, Section 11)**
- **Language Modernization**

Ethics Officer and Other Revisions

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

- **Recommendation** – No charter amendment recommended. Leave Ethics Auditor position as is because current structure fosters a balance between independence and collaboration

Ethics Officer and Other Revisions (continued)



2. 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

- **Recommendation** – Amended Charter to add the following:
 - 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

Recommended Conflicts of Interest Statement



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.

Vote - Ethics Officer and Other Revisions



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City Council Compensation and Term Length



3. 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

- **Recommendation** – Amend Charter to include four-year terms to run currently
 - Total years of service should remain at eight

Note: If approved, this proposal would go into effect after the next municipal election – June 2025

City Council Compensation and Term Length



4. 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

- **Recommendation:**
 - Amend Charter to re-baseline City Council compensation to \$80,000 and to \$95,000 for Mayor compensation indexed to City of San Antonio wage increase percentage provided to civilian employees annually

Note: If approved, this proposal would go into effect after the next municipal election – June 2025

Vote - City Council Compensation and Term Length



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City Manager Tenure and Compensation



5. City Manager Tenure – Whether the City Council should have the authority and discretion to hire, manage, and determine the length of service of the City Manager

- **Recommendation** – Amend Charter to remove the language capping tenure

City Manager Tenure and Compensation



6. City Manager Compensation – Whether the City Council should determine the compensation of the City Manager so that market and competitive indicators are taken into account

- **Recommendation** – Amend the Charter to remove language cap on compensation

Par. 1. Selection. The council shall, by a supermajority vote (i.e., at least 67%) of its members, appoint a city manager who shall be chosen on the basis of his or her executive and administrative qualifications. ~~He or she~~ They shall receive annual compensation as fixed by the council ~~which, in no event, shall exceed, in total, an amount greater than 10 times the annual salary furnished to the lowest paid full-time city employee,~~ and shall, during ~~his or her~~ their tenure of office, reside within the city. No person ever elected to office as a member of the governing body of the city shall be eligible for appointment as city manager.

Vote - City Manager Tenure and Compensation



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Council Districts and Redistricting



7. Council Districts – Whether an increase in single-member Council districts would appropriately enhance representation for San Antonio residents

- **Recommendation:**
 - No amendment to the Charter to increase the number of Council districts is not needed at this time.
 - Amend the Charter to add opportunity for redistricting if voters through a future Charter election, amend and increase the number of districts. Charter currently states redistricting occurs after each Federal decennial census.

Council Districts and Redistricting



8. Redistricting – Whether the decennial Council redistricting process should be conducted by an independent, autonomous citizens committee and how such a committee’s membership shall be appointed

- **Recommendation** – Amend the Charter to create a redistricting commission including a provision on who can be appointed to the commission and requirement for supermajority of Council to amend the commission’s proposed redistricting plan.

Vote - Council Districts and Redistricting



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Vote - Special Meetings, Section 11

9. 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)

- **Recommendation** – No charter amendment recommended. Within Language Modernization, recommend striking calling of meeting by City Clerk, as City Manager’s Office and City Attorney’s Office now manage

Sec. 11. Meetings of the Council.

All meetings of the council shall be held at such times as may be prescribed by ordinance or resolution; but not less than one regular meeting shall be held each week, unless postponed for reasons to be spread on the minutes which shall be kept of all Council meetings. Special meetings of the Council shall be ~~called by the City Clerk~~ scheduled upon the written request of the Mayor, the City Manager or three members of the Council. All meetings of the Council and of any Council Committees ~~thereof~~ shall be in compliance with the Texas Open Meetings Act as it may be amended from time to time.

Vote - Language Modernization

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

- **Recommendation** – Amend 117 sections of the Charter containing outdated and superseded provisions