

**THIS IS A DRAFT AND WILL BE REPLACED BY THE FINAL, SIGNED ORDINANCE OR RESOLUTION ADOPTED BY THE CITY COUNCIL.**

**ORDINANCE**

**AUTHORIZING THE EXECUTION OF AN ADDENDUM TO THE CITY MANAGER'S EMPLOYMENT AGREEMENT ELIMINATING 8-YEAR TENURE CAP AND SETTING CURRENT BASE PAY.**

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**RECITALS AND REPRESENTATIONS**

**WHEREAS** the City Council conducted a nation-wide search in 2018-2019 for a City Manager and selected Erik Walsh finding he had all the qualifications required by the City Charter for service as City Manager; and

**WHEREAS** the City Council then appointed Erik Walsh pursuant to Article V, Section 45 of the City Charter, to the office of City Manager of the City of San Antonio for an indefinite term, but not to exceed eight years, commencing March 1, 2019; and

**WHEREAS** the City and Erik Walsh entered an Agreement signed February 25, 2019, reflecting the essential terms of the agreement under which the City Manager would provide employment services to the City as the City Manager of the City and established an initial annual salary in accordance with the City Charter's limitations; and

**WHEREAS** the City's voters in the Charter Amendment election on November 5, 2024, 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; and

**WHEREAS** the passage of Proposition C effectively removed the eight-year limitation and the compensation cap imposed by the Charter since 2018; and

**WHEREAS** the Parties now intend to update the Agreement in an addendum to reflect the removal of the eight-year limitation by eliminating language in section 1.2, to set a current base pay in section 2.1, and to remove the mobile phone allowance in section 3.2 of the Agreement. **NOW THEREFORE:**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**SECTION 1.** The City Council authorizes City staff to execute an addendum to the Employment Agreement with Erik Walsh, subject to Subchapter I of Chapter 271 of the Texas Local Government Code, incorporating the removal of the eight-year limitation, an increase in base pay agreed to by the parties, and removal of the mobile phone allowance. The Mayor is authorized to execute the employment agreement on behalf of the City of San Antonio.

**SECTION 2.** The Director of Finance is directed to identify the source of funds and to perform the actions necessary to carry out the purpose and obligations of this Ordinance.

EMP  
12/19/2024  
Item No. [ ]

**SECTION 3.** This Ordinance is effective immediately upon the receipt of eight affirmative votes.

**PASSED and APPROVED** this 19<sup>th</sup> day of December, 2024.

**M      A      Y      O      R**  
Ron Nirenberg

**ATTEST:**

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Debbie Racca-Sittre, City Clerk

**APPROVED AS TO FORM:**

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Andrew Segovia, City Attorney