

## AGENDA

### MEETING OF THE BOARD OF DIRECTORS' GENERAL MANAGER APPRAISAL SPECIAL PURPOSE COMMITTEE

#### SAN ANTONIO RIVER AUTHORITY



**March 31, 2010, 2:00 p.m.**

*\*Estimated Presentation Time: 2.25 hours*

#### **GENERAL AND CEREMONIAL ITEMS:**

*Estimated Presentation Time: 5 minutes*

1. **CALL TO ORDER BY THE CHAIRMAN, MR. GAYLON J. OEHLKE**
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL**
  - Terry E. Baiamonte
  - Sally Buchanan
  - Gaylon J. Oehlke
  - H. B. Ruckman III
4. **CERTIFICATION OF A QUORUM**
5. **INTRODUCTION OF VISITORS**
6. **CITIZENS TO BE HEARD**
7. **APPROVAL OF THE MINUTES FOR THE GENERAL MANAGER APPRAISAL  
SPECIAL PURPOSE COMMITTEE MEETINGS HELD ON APRIL 15, 2009 AND  
APRIL 21, 2009**

#### **INDIVIDUAL AGENDA ITEMS:**

8. **PRESENTATION, DISCUSSION AND APPROPRIATE ACTION REGARDING THE  
RESULTS OF THE COMPENSATION SURVEY OF THE EXECUTIVE TEAM**
9. **EXECUTIVE SESSION PURSUANT TO SECTION 551.074 OF THE TEXAS  
GOVERNMENT CODE FOR DELIBERATION CONCERNING PERSONNEL  
MATTERS INCLUDING THE ANNUAL EVALUATION OF THE GENERAL  
MANAGER**

*\*Represents the time staff anticipate that it will take to make presentations or give briefings; does not include an estimate of the time required if consent items are pulled for individual presentation or for discussions generated by Board members.*

**10. NEXT MEETING DATE**

**11. ADJOURN**

**Estimated Presentation Time: 2.25 Hours**

SAN ANTONIO RIVER AUTHORITY  
General Statements

This meeting is wheelchair accessible. Accessible parking is located at 100 E. Guenther Street. Requests for an interpreter for the hearing impaired must be received at least 48 hours prior to the meeting, or, to arrange for special assistance to attend this meeting, please call the Operator at 210-227-1373.

The Board of Directors of the San Antonio River Authority may discuss and/or take action on any item listed in this agenda while convened in open session. The Board of Directors of the San Antonio River Authority may also meet in Executive Session, pursuant to Section 551.071 of the Texas Government Code, to receive advice from legal counsel on any item listed in this agenda.

Date: 03/31/2010

Approval of the Minutes

**Submitted By:** Lupe Sanchez, Executive  
Offices

**Division:** Executive Offices

**Submitted For:** Karen Bishop

**Department:**

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**Information**

**CAPTION**

**APPROVAL OF THE MINUTES FOR THE GENERAL MANAGER APPRAISAL  
SPECIAL PURPOSE COMMITTEE MEETINGS HELD ON APRIL 15, 2009 AND  
APRIL 21, 2009**

**Presenter**

Gaylon J. Oehlke

*Estimated Presentation Time: 5 minutes*

**Recommendation**

Motion to approve the minutes of the General Manager Appraisal Special Purpose Committee meetings held on April 15, 2009 and on April 21, 2009, as presented.

**Discussion**

**Vote**

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**Attachments**

Link: [April 15, 2009, GM Appraisal Special Purpose Committee Meeting Minutes](#)

Link: [April 21, 2009, GM Appraisal Special Purpose Committee Meeting Minutes](#)

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## MINUTES

### GENERAL MANAGER APPRAISAL SPECIAL PURPOSE COMMITTEE OF THE SAN ANTONIO RIVER AUTHORITY'S BOARD OF DIRECTORS



April 15, 2009, 12:00 p.m.

#### **GENERAL AND CEREMONIAL ITEMS:**

1. **CALL TO ORDER WAS MADE BY THE CHAIRMAN, MR. THOMAS G. WEAVER, AT 12:00 PM**

2. **PLEDGE OF ALLEGIANCE WAS RECITED**

3. **ROLL CALL**

Mr. Weaver declared all four of the following members present:

- Gaylon J. Oehlke
- Roberto G. Rodríguez
- H. B. Ruckman III
- Thomas G. Weaver

4. **MR. WEAVER ANNOUNCED THE CERTIFICATION OF A QUORUM**

5. **INTRODUCTION OF VISITORS**

Mr. Weaver declared that no visitors were present in the audience.

6. **CITIZENS TO BE HEARD**

Mr. Weaver declared that no citizens were signed up to speak.

7. **EXECUTIVE SESSION PURSUANT TO SECTION 551.074 OF THE TEXAS GOVERNMENT CODE FOR DELIBERATION CONCERNING PERSONNEL MATTERS INCLUDING THE ANNUAL EVALUATION OF THE GENERAL MANAGER**

After appropriate disclosure in accordance with Chapter 551 of the Texas Government Code, the Open Meetings Act, Section 551.074, Mr. Weaver then recessed to meet in Executive Session at 12:03 pm for deliberation concerning personnel matters including the annual evaluation of the General Manager. The Executive Session having concluded, the General Manager Appraisal Special Purpose Committee Meeting of the San Antonio River Authority's Board of Directors resumed into Open Session at 1:55 pm.

**8. ADJOURN**

There being no further business to discuss, Mr. Weaver called the meeting adjourned at 1:55 p.m.

**PREPARED AND RECOMMENDED FOR BOARD APPROVAL BY THE MANAGER.**

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**SUZANNE B. SCOTT, General Manager**

**APPROVED BY THE BOARD OF DIRECTORS AT THE GENERAL MANAGER APPRAISAL SPECIAL PURPOSE COMMITTEE MEETING HELD ON MARCH 31, 2010.**

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**GAYLON J. OEHLKE, Chairman**

**ATTEST:**

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**STEPHEN T. GRAHAM, Assistant Secretary**

DRAFT

## MINUTES

### GENERAL MANAGER APPRAISAL SPECIAL PURPOSE COMMITTEE OF THE SAN ANTONIO RIVER AUTHORITY'S BOARD OF DIRECTORS



April 21, 2009, 2:00 p.m.

#### **GENERAL AND CEREMONIAL ITEMS:**

1. **CALL TO ORDER WAS MADE BY THE CHAIRMAN, MR. THOMAS G. WEAVER, AT 2:08 PM**

2. **PLEDGE OF ALLEGIANCE WAS RECITED**

3. **ROLL CALL**

Mr. Weaver declared all four of the following members present:

- Gaylon J. Oehlke
- Roberto G. Rodríguez
- H. B. Ruckman III
- Thomas G. Weaver

4. **MR. WEAVER ANOUNCED THE CERTIFICATION OF A QUORUM**

5. **INTRODUCTION OF VISITORS**

Mr. Weaver declared that there were no visitors present in the audience.

6. **CITIZENS TO BE HEARD**

Mr. Weaver declared that no citizens were signed up to speak.

7. **EXECUTIVE SESSION PURSUANT TO SECTION 551.074 OF THE TEXAS GOVERNMENT CODE FOR DELIBERATION CONCERNING PERSONNEL MATTERS INCLUDING THE ANNUAL EVALUATION OF THE GENERAL MANAGER**

After appropriate disclosure in accordance with Chapter 551 of the Texas Government Code, the Open Meetings Act, Section 551.074, Mr. Weaver then recessed to meet in Executive Session at 2:09 pm for deliberation concerning personnel matters including the annual evaluation of the General Manager. The Executive Session having concluded, the General Manager Appraisal Special Purpose Committee Meeting of the San Antonio River Authority's Board of Directors resumed into Open Session at 3:12 pm.

8. **PRESENTATION, DISCUSSION, AND APPROPRIATE ACTION REGARDING THE SALARY ADJUSTMENT OF THE GENERAL MANAGER**

Mr. Weaver called for a motion regarding the salary adjustment of the General Manager. Mr. Oehlke moved to raise the General Manager's base salary by \$8,000. Mr. Rodríguez seconded the motion, which was passed unanimously.

9. **ADJOURN**

There being no further business to discuss, Mr. Weaver called the meeting adjourned at 3:13 p.m.

**PREPARED AND RECOMMENDED FOR BOARD APPROVAL BY THE MANAGER.**

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**SUZANNE B. SCOTT, General Manager**

**APPROVED BY THE BOARD OF DIRECTORS AT THE GENERAL MANAGER APPRAISAL SPECIAL PURPOSE COMMITTEE MEETING HELD ON MARCH 31, 2010.**

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**GAYLON J. OEHLKE, Chairman**

**ATTEST:**

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**STEPHEN T. GRAHAM, Assistant Secretary**

Date: 03/31/2010

Executive Team Compensation Survey

**Submitted By:** Linda Munoz, Internal  
Resources Division

**Division:** Executive Offices

**Department:**

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**Information**

**CAPTION**

**PRESENTATION, DISCUSSION AND APPROPRIATE ACTION REGARDING THE RESULTS OF THE COMPENSATION SURVEY OF THE EXECUTIVE TEAM**

**Presenter**

Dr. Steve Werling of Werling & Associates

*Estimated Presentation Time: 15 minutes*

Each budget year, the San Antonio River Authority's Board of Directors, through either the Fiscal Committee or, as in 2009, a Special Purpose Committee, reviews compensation survey results of executive salary information from other local governmental entities and river authorities. This year, the San Antonio River Authority contracted the services of a local compensation consultant, Werling & Associates, to conduct this study. Dr. Steve Werling of Werling & Associates will present a report of his findings to the Special Purpose Committee.

**Recommendation**

Motion to be crafted after discussion, if necessary.

**Discussion**

**Vote**

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Date: 03/31/2010

Executive Session: Annual GM Evaluation / Next Meeting Date / Adjourn

**Submitted By:** Karen Bishop & Lupe  
Sanchez

**Division:** Executive Offices

**Submitted For:**

**Department:**

9.

**Information**

**CAPTION**

**EXECUTIVE SESSION PURSUANT TO SECTION 551.074 OF THE TEXAS GOVERNMENT CODE FOR DELIBERATION CONCERNING PERSONNEL MATTERS INCLUDING THE ANNUAL EVALUATION OF THE GENERAL MANAGER**

**Presenter**

Gaylon J. Oehlke

*Estimated Presentation Time: 1.75 hours*

10.

**Information**

**CAPTION**

**NEXT MEETING DATE**

**Presenter**

Gaylon J. Oehlke

*Estimated Presentation Time: 5 minutes*

Unless otherwise decided, the next Special Purpose Committee meeting will be Wednesday, April 7, 2010, at 2:00 p.m.

**Discussion**

11.

**Information**

**CAPTION**

**ADJOURN**

**Presenter**

Gaylon J. Oehlke