

MEMORANDUM FOR RECORD

RS-16-073

7/12/16

For the record, this is not a pay increase. It is a salary adjustment compensatory to the work currently performed by our Interim City Manager. Additional funds are not required to provide the compensation. The general understating received from Human Resource and Finance is that there is minimal concern regarding the effect the compensation has on retirement. The fiscal adjustment for compensation is accounted for in the City Manager and Assistant City Managers Budgets that were fully funded for FY15-16. Apart from the City Manager Budget, the Assistant City Managers Budgets have been fully funded since their inception. Funding of the City Manager Budget increased, subsequent to evaluation process and cost of living allowance provisioned for and afforded to the entire personnel organization.

I have not supported increases to the City Manager compensation rates in previous years when the question of compensation in conjunction with performance evaluation of the City Manager was considered by the governing body. I have held a consistent position in that regard that is premised on reason that compensation does not entail identical value in context to geographical and population footprint, contrasted to the responsibility footprint of federal representation in the House of Representatives, a responsibility that spans Bell and Williamson Counties. However, withstanding that reasoning, the current City Manager compensation is the standard that the will of the governing considered, voted, and approved.

In context to the consideration before us, I do not know the totality of decision-making process that brings considerations before the governing body. What I do know is that the final decision to bring considerations before the governing body terminates with City Staff after delivery of considerations to top-level management, the City Manager. The consideration of the City Manager to present considerations to the governing body are independent of the City Staff, with staff formulating information for presentation to the governing body. The level of transparency, quality, quantity, and flow of information that the governing body receives has everything to do with the quality of consideration of the governing body and has everything to do with our fiscal situation.

Responsibility and accountability has not reflected my expectation. My assessment is not subjective, rather, it is objective and readily observable through the lens of context presented to council during the briefing regarding our economic development and fiscal health (6/30/2016) Void of personality, the content and context of the briefing is full of raw data that assist the governing body to focus on what our organizational needs in order for it to function effectively and efficiently and within fiscal bounds it is given by rate and fee payers to function.

What I objectively see is the effort of an Interim City Manager to rein our organization in from fiscal culture that if left unchecked, will bring us back to back to our current dilemma in the future. If it is allowed to fester at its present rate and proceed on its current path, we may find out sooner rather than later that our culture is no longer sustainable. What I objectively see is the effort of an Interim City Manager to make visible and transparent to this body those things, if left covered and subsurface within the culture of our organization, will yield a positive or negative impact to our fiscal structure,

ability, and mechanics that are necessary to organizational financial health, over time, and after the current governing body relinquishes responsibility to future governing bodies. What I objectively see is that our organization cannot afford to continue to ignore opportunity to engage midterm corrections, absorb (osmosis) additional rates and fees, yet expect to somehow arrive at a good end. What I objectively see I see is effort by an Interim City Manager to steer our organization through rudimentary exercises and processes that engage the organization first in comprehensive fiduciary accountability before requesting the governing body to increase both rates and fees. The paradigm of management with the sole default of increasing rates and fees without first observing, preserving, and conserving revenue streams is dying: I will do everything that I can to kill it.

Obvious to me is our current negative trending path of the last few fiscal years. However, our Interim City Manager has opportunity to help us swing our pendulum towards a positive direction until such time the governing body appoints a permanent City Manager. What I objectively see is the effort of an Interim City Manager to arrange our priorities and align them with true fiscal ability to provide services to our city that are legitimate and essential to municipality conduct. This is very different from considerations that serve to manifest destiny.

I believe we are ripe to turn the page on the manner in which we have conducted business. Our Interim City Manager is laying the groundwork for that to happen. This is consideration regards more than mere compensation. The greater and lasting value is in administrative ability; it is what the organization needs in order to move our municipality down the road to solvency. The journey may be difficult without a competent head. There are currently thirteen or fourteen organizational heads if my memory is accurate. I call anything with more than one head a monster. So this consideration is about more than compensation alone.

My support for this consideration is not deterred. We may say what we may in regard to anything prior to April 5, 2016. But one thing is constant: there is only one City Manager responsible and accountable to the governing body, according to our charter. So in context and regard to the duties and responsibilities of the City Manger and the current Interim City Manager, I support support this consideration for compensation, without regard to the entirety of the personnel organization. Aware of the weight of responsibility attached to the litany of considerations that come to the governing body, through the office of the City Manager, the context of compensation comparison between the role and responsibility of the City Manager and the role and responsibility of the nature of at-will employment does not exists in the framework of employment of this state. Policy serves as the bridge for the governing body into the inner workings of our City Manager-strong-Council-elected municipal government. Our action today on this consideration will impact our future.

Jonathan L. Okray

Councilmember at-Large