



**League of United Latin American Citizens
Concilio Zapatista 4383**

VOTE YES Prop B – November 6, 2018

RESOLUTION SUPPORTING Limitations on Compensation, Establishing Definite Term of 8 years and Requiring a Supermajority vote to appoint the City Manager

WHEREAS, since its inception on February 17, 1929 in Corpus Christi, Texas, LULAC, the League of United Latin American Citizens, the largest, oldest and most successful Hispanic civil rights and service organization in the United States, has championed the cause of Hispanic Americans in education, employment, economic development and civil rights; and

WHEREAS, San Antonio is a Council-Manager form of government, established by approval of our city charter by voters in 1951. By authority of the Charter, our City Council appoints a city manager, who executes the laws and administers the government of the city, and

WHEREAS, since Sheryl Sculley was hired to be City Manager, the population of San Antonio increased 20%, general fund spending increased 60%, San Antonio debt increased 78%, and Ms. Sculley's total compensation increased 135%. These facts lead us to believe, our Mayor and council are NOT "managing the manager", and

WHEREAS, currently the City Charter has no provisions concerning many aspects of our City Managers' employment. Of note, the absence of metrics to assess performance and salary has resulted in continued and regular increases in salary and bonuses, over and above reasonable Cost of Living Allowances, (COLA) which the majority of taxpayers are limited to, and

WHEREAS, because of this lack of direction, City Council has inappropriately increased City Manager salary based on bond debt ratings from Moody's, S&P, and Fitch. We now know that these bond debt ratings can be "bought" and/or secured by simple mechanisms, such as establishing a "rainy day fund," that, in fact, we the taxpayers finance. Prop B is an amendment that will guarantee fair compensation for our employee, the City Manager, and will also ensure that our tax dollars are spent wisely, and

WHEREAS, according to our current city charter, our employee, the City Manager, who acts as our CEO, is appointed for an indefinite period of time, however, we agree with the following:

"research does suggest that setting term limits for CEOs would help to curb both out-of-control pay and expensive, overconfident moves. Shareholders might suffer less long-term damage to their investment if no one who's paid more than 90% of his or her industry peers could hold the

top job for longer than, say, three years. *The average time in office of **Fortune 500 CEOs** in 2013 climbed to 9.7 years, nonprofit research firm The Conference Board reported in April. That was the longest average tenure reported since 2002 [Ann Fisher, **Fortune.com** “**The case for CEO Term Limits**”]*

Our City Manager has served for 13 years. We believe her ‘out of control pay’ and expensive, overconfident moves are hurting the taxpayers. We support CEO Term Limits, as does Deloitte (one of the "Big Four" accounting organizations), that limits their CEO to two four year terms, and

WHEREAS, the city manager boasts that city taxes have not increased under her watch, but we know, despite a steady ad valorem tax rate, we are paying higher property taxes due to higher property evaluations. Additionally, utility rates have been increased many times and account for much of the General Fund spending so that she can continue this ruse. City Manager Sculley refused to inform citizens that the \$ 850 MILLION Bond Issue would really cost taxpayers \$ 1.31 BILLION, after accounting for capital costs (interest and fees) of **\$ 460 MILLION**. We believe this strategy of deception ensured success at the polls on election day, that informed voters would not have voted to put the “critter bridge” in Hardberger Park on our “City Card” to be financed with interest over many years for our children and grandchildren to pay for, and

WHEREAS, according to @Wallethub, an impartial source of information, of 150 cities ranked, San Antonio was 99th for efficiency and 48th for quality of services. This certainly disproves the notion that we have the best City Manager money can buy !

NOW, THEREFORE BE IT RESOLVED, that the **League of United Latin American Citizens Concilio Zapatista 4383** supports changing the charter to limit the salary of the City Manager to 10 times the lowest paid full-time city employee, limit the city manager to 8 years, and to require a super-majority vote of City Council to appoint the City Manager.

BE IT FURTHER RESOLVED, the petition change did not exclude the current City Manager, and most people signed expecting the charter change would apply to the current City Manager, therefore, we ask that these changes be effective immediately and apply to the current City Manager.

BE IT FURTHER RESOLVED, we wish to join other organizations in asking the public to **VOTE YES on Prop B** in the November 2018 election.

Respectfully Submitted by Concilio Zapatista 4383, this 6th Day of October 2018

Linda Alfaro, President

Henry Rodriguez, Executive Director

Cindy Gustamante, Vice President

George Alejos, Director