



Executive Compensation For City of Weslaco, Texas

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City Manager

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Executive Compensation

- Compensation should be based on:
 - Size & Complexity of organization
 - Education and experience of candidate
- To recruit and retain talent...
- Tied to performance.



The Organization: Weslaco's Issues

■ Size

- Mid-sized municipality (approx. 35,000)
- Trade area of more than 210,000
- Approx. \$40 million operation
- More than 360 employees

■ Complexity

- Multiple Boards & Commissions
- Police and Fire Departments
 - Unions with Collective Bargaining Agreements (CBAs)
 - Civil Service Commission (CSC)
- Financial Challenges
- Personnel Challenges



The Organization: Weslaco's Issues

- Management cited by bond companies
 - 4 City Managers since May 2009
 - Bond ratings downgraded 3 consecutive times
- Financial
 - Revenues flat
 - No Fund Balance
 - Capital outlays strategy: If it breaks, then buy
- Personnel
 - Overstaffing per capita & by General Fund revenues
 - Organizational culture needs improvement

The Candidate

- Educational Credentials
 - Graduate management degree (MPA, MBA)
 - Professional associations
- Professional Experiences
 - Public service (local government)
 - Progressive responsibilities

The Candidate:

Weslaco City Managers (1993-2010)

	Average Texas Cities (Pop. 30,000-40,000)	Covasavich 2003-2009	Castellanos 1997-2003 & 2009-2010	Canonni 2010-2010	Olivares 2010-Present
Education	BA	BA	BA, CPM Candidate	BA	BA, MPA JD
Experience	0 to 20 years	25 years	39 Years: Local, State, National		19 Years: Federal, State, Local
Compensation	\$134,000 - \$181,000	\$115,000	\$115,000	\$151,000	\$151,000
Tenure as City Manager	Average 3-5 Years	5 Years	7 Years	3 Weeks	6 Years

Continuing Performance

- Professional Memberships
 - ICMA
 - TCMA
- Ethics Compliance
- Performance Measures



Resources

- [International City/County Management Association \(ICMA\)](#)
- [Texas City Management Association \(TCMA\)](#)
- [Texas Municipal League \(TML\)](#)
 - [TML Executive Compensation Survey](#)
 - [Waters Consulting Group Inc.](#)
- [City of Weslaco, Texas](#)

Final Thought

Salary questions are very personal and invasive... for anyone. Yet, the public has a right to know how its public leaders are paid.

We should draw our best and brightest to public service in the Kennedy tradition. And, we should hold government accountable like Reagan.

Leonardo Olivares