

# City of San Antonio



## **DRAFT Meeting Minutes City Council Special Session**

City Hall Complex  
105 Main Plaza  
San Antonio, Texas 78205

**Tuesday, September 5, 2017**

**2:00 PM**

**Municipal Plaza Building**

The City Council of San Antonio convened in the "B" Room of the Municipal Plaza Building. City Clerk Leticia Vacek took the Roll Call noting the following Councilmembers present:

**PRESENT:** 11 – Mayor Nirenberg, Treviño, Shaw, Viagran, Saldaña, Gonzales, Brockhouse, Sandoval, Pelaez, Courage, and Perry

1. Staff presentation on the FY 2018 Proposed Budget focusing on, but not limited to, the following City Departments: [Sheryl Sculley, City Manager; Justina Tate, Director, Management and Budget]

### A. Employee Benefits and Compensation

Lori Steward provided an overview of the Human Resources Department. She outlined the stages of employment engagement with the city: (1) Recruit; (2) Engage; (3) Develop; (4) Retain; and (5) Retire. She stated that the proposed FY 2018 Budget included 12,229 full-time and part-time positions with approximately one third being public safety employees. She noted the department's three major initiatives: (1) Becoming an Employer of Choice; (2) Increasing Employee Engagement; and (3) Providing Growth Opportunities. She stated that the budget totaled \$169.9 million with \$163.1 million to the Employee Benefits Fund and \$6.6 million to the General Fund. She outlined changes to the civilian compensation structure including the Modified Step Pay Plan, expanded tuition reimbursement for GED testing fees, Benefits Value Advisor & Member Rewards, and additional policies to make the city an "Employer of Choice." She described changes to the Step Pay Plan to address a minimum wage increase from \$13.75 to \$14.25 and current compression issues. She noted that the department would promote a Culture of Wellness to decrease healthcare costs. She stated that retirees would receive a 1.452% ad hoc TMRS Cost of Living Adjustment as well as the addition of a PPO option for dental care.

### B. Information Technology and Smart Cities

Craig Hopkins provided an overview of ITSD Services and noted the rapid technology growth in terms of data storage, transactions, and servers. He described the department's components of: (1) Client Services; (2) Public Safety Solutions; (3) Computing and Network Infrastructure; and (4) Security. He

stated that the ITSD FY 2018 Budget totaled \$115.4 million. He noted potential challenges including customer expectations, balancing department and city needs, capacity, information security culture, cyber-attacks, accelerating technology lifecycles, skilled workforce, and a culture of speed.

Jose De La Cruz provided an overview of the Office of Innovation and noted their primary goals: (1) Save residents time and money; (2) Design new initiatives; and (3) Improve business performance. He stated that the Office of Innovation FY 2018 Budget totaled \$1.05 million with \$0.77 million for Process Improvement and \$0.28 million for Smart Cities. He described a new program called techSAport to engage with outside partners in finding innovative solutions to city challenges and outlined its four components: (1) School District Laboratory; (2) University Projects; (3) Entrepreneurial Engagement; and (4) Residencies. He noted SmartSA achievements for FY 2017 in Transportation, Sustainability, and Digital Connected Living.

Mr. Hopkins stated that a Smart City was built on infrastructure and data exchange to improve resident's lives. He noted the top challenges to building a Smart City were: (1) Transportation; (2) Access to Services; (3) Tools for Resident Feedback; (4) At-Risk Youth; (5) Trade/Technology Education; and (6) Internet Access for All. He stated that the department would focus on Transportation and Access to Services.

Mayor Nirenberg asked of the timeline to increase the city's civilian minimum wage to \$15.00 an hour. Ms. Steward replied that the proposal would be presented to the City Council in 2018. Mayor Nirenberg asked of cyber attack attempts on election systems. City Manager Sheryl Sculley suggested a discussion in a future Executive Session due to the sensitive nature of the information. Mr. Hopkins noted the proposal of a Security Operations Center with VIA Metropolitan Transit, SAWS, and Bexar County to address cybersecurity issues collaboratively. Mayor Nirenberg asked of the storage of police body camera footage. Mr. Hopkins replied that 1.5 petabytes were stored by the city and 1 petabyte was in cloud storage through a third party vendor. Mrs. Sculley noted that storage was a city expense regardless of who stored the data and that it was more cost effective to store data in a cloud.

Councilmember Viagran asked of Google Fiber deployment. John Rodriguez replied that Google had installed a ring and was building distribution fiber in the Westover Hills Area. Mrs. Sculley noted that Google was piloting microtrenching which was delaying the initially proposed timeline and that there was no end date for the project. Councilmember Viagran asked how many employees were considered Professional Level and above. Ms. Steward replied that the Professional, Managerial & Appointed, and Executive Level Employees totaled 2,689 and were eligible for Performance Pay up to 4%.

Councilmember Perry asked if there were issues filling employment vacancies at the current civilian pay rate. Ms. Steward replied that they saw a slight increase in time to fill vacancies as well as higher turnover due to current market conditions. Councilmember Perry asked of the increase to the cost of the Employee Benefits Package in FY 2018. Justina Tate replied that it was estimated at \$313 million for a \$14 million increase over FY 2017. Councilmember Perry asked of the origin of computer systems used in SAPD vehicles and expressed concern with the time taken to work with the systems. Kevin Holmes replied that it was a combined system from Panasonic and TriTech. Erik Walsh stated that coverage issues were tracked and reported to the providers for improvement. Councilmember Perry asked if there was an Emergency Action Plan in place in the case of a cyber-attack. Patsy Boozer replied that a plan called Annex X was in place to mobilize an Emergency Response Team and the necessary technology to address cyber-attacks.

Councilmember Courage asked how many employees currently earned less than \$15.00 an hour. Ms. Steward replied that 1,440 employees earned less than \$15.00 per hour. Councilmember Courage asked

of the average cost of benefits in relation to salary for non-uniformed personnel. Maria Villagomez replied that for every dollar paid in salary, the overhead for benefits was 35.2 cents.

Councilmember Treviño requested that the Office of Innovation be more involved in the delivery of 2017-2022 Bond Projects in order to address infrastructure issues in conjunction with TCI. He asked of staff within the Office of Innovation who had knowledge of architecture and engineering. Mr. De La Cruz replied that services are procured in cases where specialized knowledge is required but there was no internal staff with architecture or engineering expertise.

Councilmember Pelaez asked that ITSD focus on the city's ability to withstand acute shocks in light of the events of Hurricane Harvey.

Councilmember Gonzales asked of the effectiveness of cameras to reduce illegal dumping. Mr. De La Cruz stated that the cameras led to active investigations that were in progress.

Councilmember Sandoval asked if the proposed wage increase applied to temporary employees. Ms. Steward replied that it did not. Councilmember Sandoval asked how many employees took advantage of the complimentary VIA Bus Pass Program. Ana Bradshaw replied that the budget totaled \$200,000 for over 3,000 annual bus passes during the calendar year and that all passes were usually distributed by the end of the year. Councilmember Sandoval asked of collaboration between the Office of Innovation and the Office of the City Auditor. Ms. Villagomez replied that work with the City Auditor typically examined finances or performance whereas the Office of Innovation focused on process improvement.

Mayor Nirenberg thanked staff for the presentations.

#### **EXECUTIVE SESSION**

The Executive Session was not held. Mayor Nirenberg stated that the Executive Session would be held the following day at any time during the Budget Work Session but no earlier than 2:00 pm.

#### **ADJOURNMENT**

There being no further discussion, Mayor Nirenberg adjourned the meeting at 4:47 pm.

APPROVED

RON NIRENBERG  
MAYOR

ATTEST:

LETICIA M. VACEK, TRMC/CMC/MMC  
CITY CLERK