

**PUBLIC SAFETY  
COUNCIL COMMITTEE MEETING  
JUNE 18, 2020  
3:00 PM  
MUNICIPAL PLAZA BUILDING**

<b>Members Present:</b>	Councilmember Melissa Cabello Havrda, <i>Chair, District 6</i> Councilmember Jada Andrews-Sullivan, <i>District 2</i> Councilmember Rebecca Viagran, <i>District 3</i> Councilmember Ana Sandoval, <i>District 7</i> Councilmember Clayton Perry, <i>District 10</i>
<b>Members Absent:</b>	None
<b>Staff Present:</b>	Tina Flores, <i>Acting City Clerk</i>
<b>Others Present:</b>	Mayor Ron Nirenberg, Councilmember Gonzales; Charles E. Flowers, <i>Faith Outreach Center, International</i> ; Joe Gonzalez, <i>Bexar County District Attorney</i> ; Andy Segovia, <i>City Attorney</i> ; Captain Brian Reyes, <i>SAPD</i> ; Captain Karen Faulks, <i>SAPD</i> ; Officer Shanus Bennett, <i>SAPD</i> ; Sergeant Michelle Ramos, <i>SAPD</i>

**Call to order**

Chairwoman Cabello Havrda called the meeting to order.

**1. Invocation**

The Invocation was delivered by Pastor Charles E. Flowers, of the Faith Outreach Center, International.

**2. Briefing on the San Antonio Police Department's Efforts in Recruitment, and Retention, as Well as Cultural and Gender Diversity. [William McManus, Chief of Police]**

Chief of Police William McManus stated that the qualifications for application and appointment to the Police Academy included:

- United States citizen – 20-44 years of age
- High school graduate or GED
- Honorable military discharge
- No conviction for a Class B Misdemeanor or crimes involving moral turpitude
- No conviction for a family violence crime
- Complete thorough background investigation
- Pass a polygraph, medical, and psychological exams

Chief McManus summarized the San Antonio Police Department (SAPD) vacancies from 2005-2020. He noted that the original Budget for recruitment was approximately \$110,000 and was

increased by \$150,000, additional Detectives were added, and additional personnel were added to the Training Academy.

Officer Shanus Bennett stated that recruitment strategies included:

- Community events
- Women in Policing events
- Hire our Heroes Campaign
- Annual SWAT Challenge
- Internship
- Explorer Programs

Captain Karen Faulks stated that the first Women in Policing Event was held in 2010 at the training academy. She noted that since then, the event had been held at different venues throughout San Antonio and for the last two years the event was held at the training academy. She stated that the events were very successful in recruiting women. She indicated that SAPD participated in events throughout the year which were dedicated to empowering women and building strong relationships with law enforcement such as:

- Community events
- SAPD tours
- Success Through Respect
- Student Mentorship Program

Officer Bennett stated that diversity was promoted through recruitment events at: 1) Culturally diverse colleges and universities; 2) Military installations; 3) SAPD demonstrations and tours; and 4) Major cultural events. She noted that diversity was promoted through partnerships such as college mentorship, and the Police Corps Program and added that advertisements were placed in culturally diverse publications, television/radio, and social media.

Chief McManus reported that according to the Bureau of Justice statistics the national average for women in policing was just under 15%. He stated that in 2005, 7% of SAPD was female and in 2020, 11% of SAPD was female.

Chief McManus stated that in 2005, the SAPD police force was 48% Hispanic; 6% African American; and 1% other and in 2020, the SAPD police force was 55% Hispanic; 5% African American; and 2% other.

Chief McManus stated that on average, SAPD processed 2,200 applications and appointed 11% of the applicants each year. He provided the following data on the number of Cadet classes, appointees, and graduates for FY 2018, FY 2019, and FY 2020:

FY 2018	FY 2019	FY 2020
4 Cadet classes	4 Cadet classes	3 Cadet classes
198 appointees	284 appointees	132 appointees YTD
137 graduates (69%)	196 graduates (69%)	-

Chief McManus noted that since FY 2018, 333 Officers had been added to the SAPD ranks with 136 more Officers anticipated in FY 2020.

Chairwoman Cabello Havrda asked what psychological tests were given to applicants. Captain Brian Reyes replied that applicants were given a personality exam. Chairwoman Cabello Havra requested demographics for the City and SAPD. Chief McManus stated that he would provide that information.

Councilmember Viagran asked how many Police Officers were female. Captain Faulk replied that there were 222 female Police Officers. Councilmember Viagran asked if periodic mandatory psychology exams could be administered. First Assistant Attorney Liz Provincio replied that it was within the Police Chief's prerogative to mandate exams. Councilmember Viagran requested the demographics of SAPD, and high-ranking female members of color.

Councilmember Andrews-Sullivan stated that recommendations made by SASstands were submitted for the record. She asked how many SAPD Officers lived in the City of San Antonio. Chief McManus replied that the majority of SAPD Officers did not live in the City of San Antonio.

Councilmember Perry requested the retention rates for SAPD. He asked how many hours, days, and weeks were spent in the Police Academy. Captain Reyes replied that Cadets spent 1,300 hours, and 32 weeks in the Police Academy. Councilmember Perry asked how long new hires spent in the Field Training Officer (FTO) Program. Captain Reyes replied that new hires spent 14 weeks in the FTO Program.

Councilmember Sandoval requested data on the ages of those entering the Police Academy. She expressed support for administering psychological exams throughout a Police Officer's career. She asked how the starting salary of Police Officers compared with other cities. Chief McManus replied that the pay for new Officers was the highest in the State. Councilmember Sandoval requested data on rank, gender, and pay.

Ms. Provincio reported that 46% of Police Officers lived in the City of San Antonio.

### **3. Public Comments**

Chairwoman Cabello Havrda called upon the citizens registered for public comment.

James Dykman submitted written testimony. He stated that over the last 14 years, 70% of Police Officer terminations ended in reinstatement with back pay and legal fees paid by taxpayers. He spoke of transparency as it related to discipline of Police Officers.

John DeVilbiss spoke of the lack of public restrooms and problems facing the homeless.

Rose Hill stated that Cadets should meet with neighborhood associations. She recommended that a portion of police funds be diverted to infrastructure, and housing.

Ananda Tomas stated that the quality of training was more important than the quantity of training. She noted that Chapter 143 of the Local Government Code should be repealed.

Antonio Martinez stated that the "8 Can't Wait" Initiative did not focus on the issues. He noted that the City should aim for higher standards as long-term goals.

Tamara Smith stated that bad parenting and the education system should be addressed to decrease interactions with police. She noted that communities needed to be fixed.

Nneka Cleaver stated that the police force lacked discipline. She called for the City to work together with citizens.

Jack M. Finger spoke in support of defunding the police.

Marlon Davis expressed concern that the proposals included in the 8 Can't Wait Initiative were developed with flawed data.

James Myart stated that problems between African-Americans and police could be resolved by appointing a Directorate of Communications with SAPD.

Amber Garza stated that many Councilmembers were backed by the Police Union, so any substantive change was unlikely. She expressed concern regarding the 180-day investigation time limit.

Santos Cortez stated that there was open criminal activity in his neighborhood. He expressed support for SAPD.

Oji Martin stated that City officials could not apply the initiatives because the San Antonio Police Officers Association (SAPOA) had power over them.

Meredith Shuman stated that resources should be directed to data gathering organizations. She noted that a simple yes or no question on a single psychological exam regarding racism was not enough.

Pharaoh Clark stated that the City should end no-knock warrants, and rename streets and parks named after racists. He noted that the polygraph given to potential Police Officers should be more detailed regarding racism.

Luka Yenderrosos provided instances of miscarriage of justice by Police Officers in San Antonio. He noted that the Collective Bargaining Agreement limited disciplinary actions by Chief McManus.

Sean Vina stated that police reform was not enough, and the Thirteenth Amendment incentivized the creation of prisoners.

Genevieve Donaldson asked the City Council of their intentions to defund SAPD, repeal Chapters 143 and 174 of the Local Government Code and decriminalize small crimes.

Wallace Sheridan stated that he would like to see the establishment of a citizen review board, to create of legislation which held police, lawyers, and public officials accountable, and supported the removal of on/off switches on body cameras, and gun-mounted camera systems.

Liz Franklin stated that there were things that the Chief of Police could do immediately. She expressed concern that 54% of police did not reside in the City.

Haley Blummer stated that she was disturbed by the lack of empathy by some Councilmembers. She expressed concern regarding the limited time given to citizens to speak.

Jordan Parks called for transparency of the police and open records for Police Officers. She added that racism should not be tolerated.

Matthew Alonzo expressed support for recruiting and hiring Police Officers who live in the City.

Chairwoman Cabello Havrda stated that public comments submitted would be posted to the City's website.

### **Adjourn**

There being no further discussion, the meeting was adjourned at 5:19 pm.



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*Melissa Cabello Havrda, Chair*

***Respectfully Submitted***



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***Denice F. Trevino, Office of the City Clerk***

