

**State of Texas
County of Bexar
City of San Antonio**



**Meeting Minutes
City Council B Session**

No in-person access to this meeting

Wednesday, December 2, 2020

2:00 PM

Videoconference

ROLL CALL

The City Council convened in a Regular Meeting. City Clerk Tina J. Flores took the Roll Call noting a quorum with the following Councilmembers present:

PRESENT: 11 - Mayor Nirenberg, Treviño, Andrews-Sullivan, Viagran, Rocha Garcia, Gonzales, Cabello Havrda, Sandoval, Pelaez, Courage, and Perry

Once a quorum was established, the City Council shall consider the following:

1. Briefing on the SA Ready to Work initiative funded through a 1/8 cent sales tax to provide for workforce development and higher education under Chapter 379A of the Texas Local Government Code. [Carlos Contreras, Assistant City Manager; Alejandra Lopez, Director, Economic Development]

Alex Lopez provided an overview of the SA Ready to Work Initiative (Initiative) which was designed to achieve the outcome of assisting residents to re-enter the workforce, increase their wages, and to promote their economic mobility. She stated that an Interlocal Agreement (ILA) was required between the City and the San Antonio Early Childhood Education Municipal Development Corporation (MDC). She noted that through the agreement MDC would delegate implementation oversight responsibilities for the Initiative to the City Manager and the City Council. She indicated that the City would continue to serve as the fiscal agent for the Initiative. She reported that the MDC would approve the annual

Budget for the Initiative and staff would present the Budgets to the MDC Board along with bi-annual updates on implementation of the Initiative. She added that the MDC and the City Council would have to approve amendments to the MDC bylaws to delineate early childhood education functions and add a separate section for workforce education functions.

Ms. Lopez stated that the purpose of the SA Ready to Work Advisory Board was to:

- Provide input on demand occupations, workforce training alignment, and training targets (certificates vs. degrees per year), and wrap-around support
- Serve as community program ambassadors, promoting resident participation, and employer hiring of participants

She indicated that the proposed composition of the Board which would be appointed at-large would include:

- 4 local employers (in-demand occupations)
- 2 current/previous participants
- 1 trade and labor organization
- 1 community organization
- 1 training provider*

*Cannot serve program participants

Ms. Lopez stated that staff recommended that two members of the City Council serve as liaisons to the Board. She noted that additional ad-hoc working groups may be convened. She indicated that based on City Council feedback, staff planned to bring forward the Resolution to create the Board to the City Council on December 17, 2020. She stated that this would allow staff to begin the recruitment process in January and February 2021. She added that approval of the ILA and the amended bylaws would be brought before the City Council in late February 2021 for consideration.

Ms. Lopez reported that Dr. Steven Nivin provided the following assumptions consistent with the performance measures:

- 80% certificate completion
- 70-80% degree completion
- 80-90% job placement
- 90% compensation increases

Ms. Lopez stated that according to Dr. Nivin's report, the total projected community benefit was projected to be \$13.1 billion; increased wages of participants was projected to be \$5.7 billion; and additional and induced spending of increased wages was projected to be \$7.4 billion with a return on investment of \$85 to \$1. She added that Moody's Corporation stated that Proposition B could help increase employment and ultimately lift sales tax revenue.

Ms. Lopez presented the projected service model:

Level of Training	2021	2022	2023	2024	2025
Certificate	1,200	6,000	6,000	4,000	3,200
Associates**	260	1,300	1,300	2,000	1,600
Bachelors**	540	2,700	2,700	4,000	3,200
Total	2,000	10,000	10,000	10,000	8,000

**class enrollment to begin in Spring 2020

Ms. Lopez indicated that program enrollment for certificates would begin in September 2021 and would continue through December 2025. She noted that the fiscal year of the Initiative was from July to June. She presented the projected service model for FY 2022:

Level of Training	FY 2022	FY 2023	FY 2024	FY 2025¹	FY 2026²	FY 20237²
Certificate	4,500	6,000	4,000	4,000	1,200	0
Associates ³	975	1,300	2,000	2,000	600	600
Bachelors ³	2,025	2,700	4,000	4,000	1,200	1,200
Total	7,500	10,000	10,000	10,000	3,000	1,800

1. Program enrollment to begin September 2021 and continue through December 2025
2. Continued support for participants enrolled before December 2025
3. Class enrollment to begin in Spring 2022

Ms. Lopez reported that required wraparound support for participants varied from individual to individual. She stated that those with the highest barriers (homeless, food insecurity, disability, ACEs) may be contacted weekly or biweekly; those with moderate barriers (childcare needs, transportation, emergency assistance) may be contacted every two to three weeks; and those with minimal barriers (soft skills, career identification, and resume development) may be contacted every one to two months.

Ms. Lopez stated that the first step in the identification process would be to get input from potential partners before a Request for Proposal (RFP) was issued. She indicated that the RFP process was critical to assessing partner capacity and critical in delivering quantity and quality contract deliverables.

Ms. Lopez provided a comparison of wraparound support provided by outside organizations, the City, and a hybrid option.

	Outsource All Support	City Provides All Support	Hybrid Option
Wraparound Support Average Annual Cost	\$10.4 million*	\$11 million	\$11.4 million*
Total City Personnel	21	159	63
Scale/Ramp Up	Requires substantial additional capacity to serve at scale		Establishes internal structure to augment agencies, if needed
Accountability and Performance Monitoring	Via contracts	Direct employee supervision	Direct employee supervision and via contracts

	Outsource All Support	City Provides All Support	Hybrid Option
Service Delivery Consistency	Via contract compliance	Via supervisors-direct monitoring	Direct monitoring for Level 1 and some Level 2/3

*Estimate-to be finalized through contracting process

Ms. Lopez stated that outsourcing all support had the lowest annual cost with 21 City personnel required but would place strain on the City’s partners and would limit the City’s ability to effectively support partners and address performance issues. She indicated that providing all of the wraparound support internally would provide a consistent quality level but would require a substantial personnel complement. She noted that the hybrid option would provide some flexibility from a service delivery perspective, and would ensure consistency of the quality for participants with the most barriers but it would concentrate the costs for high level wraparound support.

Ms. Lopez reviewed the proposed structure for the hybrid option in which the City would provide approximately 20% of the wraparound support. She stated that this would include all level one participants and a portion of level two and three participants. She presented that annual projections for the Initiative from FY 2021 through FY 2027.

Ms. Lopez reported that the Initiative would function as a separate office which would be overseen by a Director. She noted that the national recruitment process began in December 2020 and would continue into January and February 2021. She indicated that interviews would be held in January and February 2021 and the City Manager would appoint a Director in March to April 2021. She reviewed the timeline and milestones for the Initiative.

Mayor Nirenberg acknowledged the MDC Board for their efforts and particularly Elaine Mendoza. He stated that the public offered the City their trust to conduct a program which would change the lives of tens of thousands of San Antonio residents. He expressed support for the hybrid option and stated that it was important to align the slots with the City’s industries.

Councilmember Rocha Garcia asked how data would be collected to ensure a focus on the targeted industries. Ms. Lopez stated that a part would be collected by the personnel compliment and staffing associated with program development and a national expert in the field would be identified to evaluate the program.

Councilmember Cabello Havrda asked which wraparound services were anticipated to be in highest demand. Ms. Lopez replied that the majority of wraparound services in demand for participants were for childcare, transportation, emergency assistance, and career identification, and this could change from year to year.

Councilmember Gonzales expressed concern that the Initiative was an individualized program which often, did not help the community. She stated requested metrics on the impact of the Initiative on income segregation.

Councilmember Andrews-Sullivan asked how youth who have aged out of foster care could be provided with training. Ms. Lopez stated that aligning other City programs would be critical to their training and

staff could explore the need to develop customized marketing for that population.

Councilmember Courage asked of the education and the job placement. Ms. Lopez reported that details of the education and job placement would be presented to the City Council during the program policy briefing and adoption in February and March 2021.

Councilmember Viagran asked how participants would be tracked. Ms. Lopez reported that participants would be tracked in collaboration with the Department of Human Services and community partner organizations and with a case management system.

Councilmember Sandoval suggested that the members of the Advisory Board be appointed after getting direction from the City Council on the industries since four of the appointees would be representing industries. She spoke of the importance of surveying those who would be assisted by the Initiative.

Councilmember Treviño spoke of reaching out to those with the most need and developing metrics to gauge success.

Councilmember Perry asked if the sales tax would fund personnel costs. City Manager Erik Walsh replied that it would. Councilmember Perry expressed concern regarding use of the hybrid option, administration of the program by City staff, and the absence of City Council representation on the Advisory Board. He requested the graduation rates of local colleges and universities.

Councilmember Gonzales expressed concern that the Initiative was designed for large employers.

Councilmember Sandoval suggested that a third party be contracted to track the progress of the Initiative.

Councilmember Rocha Garcia asked if Dr. Nivin included direct, indirect, and induced effect in the projections. Ms. Lopez replied that he did.

Mayor Nirenberg asked of the flexibility of allocating certificates versus degrees in the program. Ms. Lopez stated that the program would be designed to have 10,000 certificate slots available per year and the degree programs would target those with some college credits. Mayor Nirenberg stated that the program did not pay for post graduate degrees or post baccalaureate degrees and the majority of jobs filled would be for small businesses.

2. Briefing on the COVID-19 Response and Recovery and Resiliency Plan. [Maria Villagomez, Deputy City Manager; Ana Bradshaw, COVID-19 Financial and Performance Liaison]

Assistant City Manager Dr. Colleen Bridger reported that the seven-day rolling average of COVID-19 cases was 736 and there were 1,362 deaths as the result of the COVID-19 Pandemic. She stated that there were currently 8,281 individuals in Bexar County with COVID-19 and 71,536 had recovered.

Dr. Bridger indicated that there had been an increase in the number of testing sites and tests completed. She noted that hospital admissions were increasing and the STRAC Health System Score was slightly above normal. She reported that the availability of ventilators was 67.8% and the availability of staffed

beds was 14.4%. She stated that there were 199 students and 134 staff who tested positive for COVID-19 and there had been seven outbreaks in schools. She presented the free testing sites available and comparison data from July 2020 and November 2020. She added that increased testing had led to less stress on hospitals.

Dr. Bridger reported that Health Care Workers and Long-Term Care Residents would receive the COVID-19 vaccine first followed by those who were 65 years and older, those with medical conditions, and essential workers. She indicated that the general public would be the last to receive the vaccine. She stated that Metro Health’s role in vaccinations was to: 1) Provide technical support; 2) Clarify policy; 3) Ensure equity; and 4) Provide technical support to vaccination providers. She added that Metro Health would not be a distribution hub.

Ana Bradshaw provided an update on the status of each pillar within the City’s Recovery and Resiliency Plan. She reported that \$277.1 million had been spent since the end of March 2020 from all funding sources including \$220 million from the Coronavirus Relief Fund (CRF). She indicated that the City would spend 100% of the CRF by December 30, 2020. She presented spending by revenue source (in millions) for October 2020:

	Budget	Plan through October 2020	Actuals through October 2020	Variance
Coronavirus Relief Fund	\$270.7	\$218.1	\$220.3	\$2.2
General Fund	\$151.4	\$29.1	\$9.4	(\$19.7)
TIRZ	\$4.0	\$4.0	\$4.0	-
San Antonio Housing Trust	\$6.0	\$5.0	\$5.0	-
Other Federal Grants	\$127.1	\$41.3	\$38.1	(\$3.2)
Donations	\$0.2	\$0.2	\$0.2	-

Ms. Bradshaw presented the spending by program (in millions) for October 2020:

Program	Budget	Plan through October 2020	Actuals through October 2020	Variance
Emergency Response	\$173.1	\$140.2	\$144.8	(\$4.6)
Health Implementation	\$52.6	\$10.4	\$8.7	\$1.7
Recovery and Resiliency	\$250.5	\$123.0	\$99.6	\$23.4
Other CARES Programs	\$83.3	\$24.2	\$24.0	\$0.2

Ms. Bradshaw reported that the following administrative adjustments would be made to the Budget:

- \$3.5 million increase to the housing security pillar to provide additional utility assistance and

services to the homeless after December 30, 2020

- \$1.5 million increase to the small business pillar for business grants to be disbursed in December 2020
- \$4.9 million General Fund added to Health Implementation Plan to be utilized in 2021

Ms. Bradshaw stated that the next steps included:

- Next financial report to be presented December 17, 2020
- Monitor status of any additional Federal legislation
- Quarterly report due to Office of Inspector General on January 11, 2021
- Continue tracking Recovery and Resiliency and Health Implementation Plan expenses in 2021

Mayor Nirenberg thanked the City staff for their efforts and asked how many businesses that applied could receive funds with the additional \$1.5 million. Assistant City Manager Carlos Contreras replied that staff were confident that they could provide grant funding to the remaining eligible restaurants and bars who have applied. Mayor Nirenberg recognized Councilmember Pelaez and the Intergovernmental Relations Committee for their Federal and State advocacy.

Councilmember Pelaez spoke of the need to advocate for the food and beverage industry at the State and Federal level. He stated that it was important to remind people that there were San Antonians at Metro Health who were trying to save the lives of San Antonians and the lives of their neighbors and family members.

Councilmember Viagran spoke of connecting individuals without insurance or a primary care physician with the proper care. She requested an update from “Greater Safer Together” campaign, the link to the Recovery and Resiliency Plan dashboard, workforce development training for contact tracers, and outreach programs. Dr. Bridger stated that staff partnered with UT Health as an option for the contact tracing curriculum and added that Alamo Colleges had a contact tracing curriculum. She added that staff were engaging small businesses by collecting preliminary information, understanding their needs and referring them to available resources in the community.

Councilmember Sandoval spoke of the need for an advertising campaign for Launch SA.

Councilmember Treviño asked how many small businesses that applied for grants did not receive them. Ms. Bradshaw stated that the additional funding would be dedicated to the remaining bars and restaurants that applied and were eligible. Councilmember Treviño requested that funds which were not being used at this time be allocated to businesses that needed help immediately.

Councilmember Rocha Garcia requested that event managers and musicians be incorporated into the “Greater Safer Together” Campaign. She asked when City staff would return to the workplace. City Manager Walsh stated that department Directors were given the opportunity to explore alternative work schedules and the plans for January 2021 would be made available later in the month.

Councilmember Perry asked if the application process could be opened up again for small businesses applying for grants. Mr. Contreras replied that he would not recommend reopening the application process because the funds had to be expended by December 30, 2021. He added that if there was

additional Federal funding, the City could decide to dedicate it to a grant program.

Councilmember Viagran requested an update of the “Greater Safer Together” Campaign at a meeting of the Economic and Workforce Development Committee.

EXECUTIVE SESSION

Mayor Nirenberg announced that the Executive Session would be carried over to December 3, 2020.

ADJOURNMENT

There being no further discussion, Mayor Nirenberg recessed the meeting at 5:09 pm.

APPROVED

RON NIRENBERG
Mayor

Attest:

TINA J. FLORES
City Clerk