

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



**Meeting Minutes  
City Council Special Meeting  
No in-person access to this meeting**

**Thursday, April 8, 2021**

**1:00 PM**

**Phone/Video Conference**

**ROLL CALL**

The City Council convened in a Special 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 considered the following:

1. Briefing on the 2019 Greenhouse Gas Inventory and an update on the implementation of the SA Climate Ready Climate Action and Adaptation Plan. [David McCary, Assistant City Manager; Douglas Melnick, Chief Sustainability Officer]

Chief Sustainability Officer Douglas Melnick reported that San Antonio's climate works was initiated by the City Council in June 2017 with a Resolution in support of the Paris Climate Agreement, which led to the City Council's adoption of the SA Climate Ready Plan (Plan) in October 2019. He stated that the Plan committed the City to address climate equity, achieve carbon neutrality by 2050, undertake actions to adapt to climate change and to provide consistent reporting and transparency. He reviewed the SA Climate Ready Initiatives:

- Passed Property Assessed Clean Energy (PACE)
- Launched Mayor's Youth Climate Council
- Completed Share the Streets Pilot Project
- Launched SA Climate Ready Communications Initiative

- Ongoing Electric Vehicle Programs
- Established Climate Advisory Committees

Mr. Melnick stated that the 2019 Municipal Building Energy Benchmarking Report would be reviewed by the SA Climate Ready Advisory Committees at the end of April 2021. He indicated that once feedback was received from the Committees, the document would be released to the public.

Mr. Melnick reported that the Climate Advisory Committee held two sets of quarterly meetings and had received training from Dr. Andrew Dessler from Texas A&M San Antonio. He indicated that a special meeting would be held with both Committees on April 26, 2021 and three Committees were created which would focus on: 1) Communications and engagement; 2) Data and indicators; and 3) Climate equity screening tool and best practices.

Mr. Melnick stated that climate projections indicated that it was going to get hotter, drier, and with more severe storms, increased cold weather events and more flooding. He noted that climate change affected everyone but not everyone equally. He reported that priority communities included:

- Communities of color
- Low-income communities
- Seniors
- Individuals with disabilities

Mr. Melnick explained that these groups were more susceptible to:

- Heat-related illnesses, respiratory illnesses or vector borne diseases
- Exposure to GHGs emissions and environmental pollution
- Risks from extreme cold and impacts on housing lacking adequate weatherization
- Higher utility bills
- Negative impacts on transportation infrastructure resulting in reduced mobility choices
- Compounded environmental and economic stresses

Mr. Melnick stated that the Plan required regular greenhouse gas (GHG) inventories and noted that between 2016 and 2019, the total community emissions decreased by .2%. He indicated that the population increased by 4%; the total building energy consumed increased; transportation emissions increased; and there was a 10% reduction in CPS Energy's emissions during that time period. He provided data on per capita community emissions, municipal emissions and emissions by sector.

Mr. Melnick reported that the City needed on average, a 4% to 5% reduction annually to achieve the carbon neutrality goal.

Mr. Melnick stated that the Office of Sustainability priorities included:

- Climate Action and Adaptation Policy
- Energy efficiency
- Municipal sustainability
- Clean and green transportation

- Education and empowerment

Mr. Melnick reported that the foundational policies for climate action included: 1) Energy benchmarking; and 2) Electric vehicle (EV) and solar readiness. He stated that energy benchmarking included:

- Large commercial buildings benchmark energy use with EPA’s Energy Star Portfolio Manager
- Public disclosure of results
- Realized energy and cost savings
- Reduced energy demand and supports grid resilience
- Created new jobs
- Improved public health
- Benchmarking Advisory Committee
- Education campaign with USGBC, ULI, AIA and SA 2030 District
- April 2021 review with SA Climate Ready Advisory Committees
- Conduct equity assessment

Mr. Melnick stated that EV and solar readiness included:

- Minimal EV and solar infrastructure in new commercial and residential buildings
- Reduces future installation and retrofit costs
- Increases individual and community resilience
- Supports consumer choice and market shifts
- Reduces property owners’ and tenants’ energy bills
- April 2021 review with SA Climate Ready Advisory Committees
- Conduct equity assessment

Mr. Melnick reviewed the following sustainability and climate initiatives:

Municipal Sustainability	Education and Empowerment	Clean and Green transportation
<ul style="list-style-type: none"> <li>• Energy Efficiency Fund Projects</li> <li>• CoSA delivery teams</li> <li>• Departmental SA Climate Ready consistency documents</li> <li>• All-CoSA staff climate training</li> <li>• Municipal energy policy for city buildings and facilities</li> <li>• Biden’s America Jobs Plan</li> </ul>	<ul style="list-style-type: none"> <li>• SA Climate Ready Advisory Committees</li> <li>• Mayor’s Youth Engagement Council for Climate Initiatives</li> <li>• SA Climate Ready Communications Initiative w/ Texas Creative and CBOs</li> <li>• Research and data analysis</li> <li>• Race and climate equity training</li> </ul>	<ul style="list-style-type: none"> <li>• EVSA Public Information Campaign</li> <li>• Publicly accessible EV charging infrastructure with Blink</li> <li>• Fleet Environmental Acquisition Policy update with the Building and Equipment Services Department (BESD)</li> </ul>

Mayor Nirenberg stated that he was pleased to see that the per capita GHG emissions decreased by 4%

between 2016 and 2019. He indicated that the decrease demonstrated that residents continued to do their part in reducing their carbon footprint. He noted that most of community emissions in 2019 came from building energy use. He stated that this accentuated the need to prioritize building-related policies. He asked how impactful the energy benchmarking policy would be on emission totals through 2050. Mr. Melnick stated that initial analysis demonstrated that there was a significant impact on GHG reductions between now and 2050 based on property owners being aware of their energy use and taking voluntary action on energy efficiency.

Mayor Nirenberg asked when the Advisory Committees would convene and when their input would be received. Mr. Melnick replied that they would convene on April 26, 2021 and their input would be received at the end of April 2021. Mayor Nirenberg stated that the Mayor's Youth Climate Council was utilizing the Climate Action and Adaptation Plan (CAAP) as a basis to form their groups for community impact projects. He indicated that the City could either continue with the status quo or utilize the opportunity to lead us to a more resilient energy future.

Councilmember Sandoval asked of utilizing water consumption benchmarking. Mr. Melnick stated that he had spoken to employees at SAWS and the question was how to measure that. He stated that it would be discussed and evaluated.

Councilmember Rocha Garcia asked if staff would consider adding an additional priority to implement the Hazard Mitigation Action Plan to the Office of Sustainability priorities. She asked how the Hazard Mitigation Action Plan of 2015 would be incorporated into the Plan. Mr. Melnick stated that a climate vulnerability report was produced in 2015 as part of the SA Sustainability Plan which was updated in the SA Climate Ready Plan and took into account the regular updates to the Hazard Mitigation Plan. City Manager Erik Walsh noted that the Hazard Mitigation Plan was required to be updated periodically and submitted to the Federal Emergency Management Agency (FEMA) and was one of the tools which could be utilized as a guide.

Councilmember Cabello Havrda asked what the challenges were in completing the GHG inventory assessment. Mr. Melnick stated that the challenge with completing the GHG inventory assessment was setting it up, understanding the methodology and locating the data. He indicated that City staff received data from CPS Energy, VIA, TxDOT and SAWS.

Councilmember Andrews-Sullivan asked if staff would perform a cost investment and inventory of older homes built between 1900 and 1951. Mr. Melnick stated that it could be performed as the data existed.

Councilmember Gonzales asked if there were projects that could be directly impacted by the Federal Government's infrastructure package. City Manager Walsh stated that the guidelines for the use of those funds had not been released and the City would have to set priorities and desired outcomes. Councilmember Gonzales requested a report from the Office of Sustainability that highlighted the inherent sustainability in Council District 5.

Councilmember Treviño asked if staff had studied the model which talked about how highly reflective roofs could be incorporated and what that would save. Mr. Melnick stated that such an assessment had not been performed. He suggested that they have a follow-up to discuss the cost/benefit of reflective roofs.

Councilmember Viagran suggested that the urban core in smaller districts be given priority due to cost savings in those districts over the years.

Councilmember Perry requested historical weather data. He spoke of the need for collaboration with Bexar County. He asked how the data was collected. Mr. Melnick stated that data on building energy use was provided by CPS Energy, fleet data was provided by the Building and Equipment Services Department and other data was provided by the Solid Waste Management Department. He added that a program called Clear Path was utilized to produce the GHG inventory. Councilmember Perry requested the costs for residents to implement the program.

Councilmember Sandoval stated that the cost of climate change to the State of Texas was probably one of the highest compared to other states. She noted that the reason the CAAP was adopted was to protect the people and places from the worst impacts of climate change. She asked of a plan to integrate the CAAP. Mr. Melnick reported that the CAAP would be integrated within the organization and noted that employees were required to complete five brief training sessions. He stated that training was provided to the Executive Team and departments were asked to report twice a year on how their work was moving the plan forward.

Mayor Nirenberg stated that the intent of the CAAP, which was founded on equity, was to make sure that it was understood that in our city, we were more exposed and more sensitive to affordability issues than most other cities in the country.

2. Briefing on recommended SA: Ready to Work program policies and pre-solicitation briefing for the select high-profile solicitations. [Alejandra Lopez, Assistant City Manager and Interim Director, Economic Development]

Assistant City Manager Alex Lopez stated that since the end of last year, staff had the opportunity to learn a few lessons from the Training for Jobs Program that was currently being implemented. She highlighted some of the lessons learned such as the need for a central intake and standardized assessments. She noted that it would give each resident equal access and would make the program available to everyone. She indicated that it was critical to have a centralized data management system to avoid duplications and enhance transparency. She stated that staff identified the need for better alignment among the workforce agencies in the community.

Ms. Lopez reported that since last year, staff had been seeking input on the City's workforce programs. She indicated that staff had held three stakeholder meetings with community leaders, a public survey was released and the Economic and Workforce Development Committee was briefed. She stated that the survey was shared with the City Council, delegate agencies, workforce partners, with 20 agencies that responded to the request for information and other stakeholders.

Ms. Lopez stated that there were 447 respondents to the survey of which 62% were women and 32% were men. She noted that more than half of the respondents were people of color. She reviewed the following key takeaways from the survey:

<b>Guiding Principles:</b>
<ul style="list-style-type: none"> <li>• Accountability</li> <li>• Flexibility</li> <li>• Braided funding</li> <li>• Client-focused</li> </ul>
<b>Target Populations:</b>
<ul style="list-style-type: none"> <li>• Negatively affected by COVID-19</li> <li>• Opportunity youth</li> <li>• Justice-involved</li> </ul>
<b>Education Levels:</b>
<ul style="list-style-type: none"> <li>• No minimum</li> </ul>
<b>Wraparound Services:</b>
<ul style="list-style-type: none"> <li>• Computer and internet access</li> <li>• Childcare</li> <li>• Household budgeting</li> <li>• Credit repair</li> <li>• Emergency cash assistance</li> <li>• Transportation</li> <li>• Rent</li> </ul>

Ms. Lopez reported that in February 2021, the City Council appointed members to the Ready to Work Advisory Board which met three times in March 2021. She indicated that the board had discussed and approved recommendations for wraparound services and were discussing other components of their charge, which included identifying target occupations and the allotment of certificates versus workforce degrees which would be included in the program.

Ms. Lopez reviewed the following guiding principles:

- Focused approach
- Alignment
- Equity
- Collaboration

Ms. Lopez reviewed the following goals and objectives:

<b>Goals:</b>	<b>Objectives:</b>
<ul style="list-style-type: none"> <li>• Unemployed, underemployed, or underserved residents can access and complete the program</li> <li>• Training and education align with current and anticipated high-demand, well-paid careers</li> <li>• Participants secure high-demand , well-paid careers</li> </ul>	<ul style="list-style-type: none"> <li>• Increase access to industry-recognized certification training and college</li> <li>• Provide wraparound services and emergency funding to ensure success</li> <li>• Increase collaboration within the workforce ecosystem</li> <li>• Promote accountability and adaptability throughout process</li> </ul>

Ms. Lopez reviewed the eligibility criteria and noted that target populations would include those who

had earned a high school diploma or equivalent and those historically underserved, including people of color, women, justice-involved and individuals with disabilities.

Ms. Lopez reported that approximately half of survey participants noted that there should be no minimum education level for program participants. She noted that in order to establish that, staff recommended that the funding traditionally allocated for workforce agencies (approximately \$3.7 million annually) be dedicated to support residents without a high school equivalency.

Ms. Lopez stated that the wraparound support service model would ensure that the program provided support which would promote their success. She reviewed the case management services and emergency assistance provided. She indicated that case managers would provide referrals to services of which many were already funded through other resources in the community.

Ms. Lopez reported that there were four SA: Ready to Work solicitations: 1) Intake and assessment; 2) Case management; 3) Community outreach and marketing; and 4) Program evaluation. She provided a solicitation overview for each. She stated that a Request for Proposal (RFP) would be issued in April or May 2021 for all four solicitations and responses would be due approximately 45 days after the RFP was issued. She added that staff recommendations would be brought before the City Council in August or September 2021 for consideration.

Mayor Nirenberg asked if the RFP schedules and the Request for Information (RFI) were derived from stakeholder input in terms of an assessment of competencies which existed in the community. Ms. Lopez stated that the RFI informed much of what was built into the RFPs.

Councilmember Viagran asked if an entity could apply for multiple RFPs. Ms. Lopez replied that they could. She asked how the evaluation metrics would be incorporated into the RFPs. Ms. Lopez stated that there were some preliminary program outcomes identified associated with completion levels and job placement rates.

Councilmember Rocha Garcia asked if the \$3.7 million recommended to be redirected would be exclusively allocated to high school equivalency. Ms. Lopez stated that it was allocated for high school equivalency training and wraparound services.

Councilmember Cabello Havrda asked if only one entity would provide intake. Ms. Lopez stated that there may not be just one entity providing intake and staff would consider that over the next week or so.

Councilmember Andrews-Sullivan asked if the wraparound services would be able to provide individuals that were visually and hearing-impaired with medical devices to facilitate their career goals or educational path. Ms. Lopez stated that they would be provided with referrals to agencies which provided that type of support.

Councilmember Perry asked of the strategy for coordinating multiple awards. City Manager Walsh stated that staff wanted to make sure that RFP 1 and 2 were as flexible as possible in terms of how they were written and there could be teams that come forward. He noted that there would be one firm or group that would be brought forward for RFP 3 and 4.

Councilmember Pelaez asked if funds could be provided to small businesses to provide in-house

training. Ms. Lopez stated that she would have to confer with the City Attorney as the voter-approved proposition specified that it was for workforce training programs or college degrees.

Mayor Nirenberg thanked Jerry Graeber, Chair of the SA: Ready to Work Advisory Board for his efforts. He asked if businesses providing certifications that the individual could take with them could be considered a curriculum provider. Ms. Lopez stated that she was familiar with apprenticeships that provided that type of support and an apprenticeship must be partnered with classroom training, and that type of collaboration would have to be present and staff envisioned apprenticeships to be a part of the program.

**ADJOURNMENT**

There being no further discussion, Mayor Nirenberg recessed the meeting at 3:55 pm.

**APPROVED**

**RON NIRENBERG**  
Mayor

Attest:

**TINA J. FLORES**  
City Clerk