

**PUBLIC SAFETY
COUNCIL COMMITTEE MEETING
FEBRUARY 26, 2019
10:00 A.M.
MUNICIPAL PLAZA BUILDING**

Members Present: Councilmember Ana Sandoval, Chair, *District 7*
Councilmember Rey Saldaña, *District 4*
Councilmember John Courage, *District 9*
Councilmember Clayton Perry, *District 10*

Members Absent: Councilmember Greg Brockhouse, *District 6*

Staff Present: Erik Walsh, *Deputy City Manager*; Jim Kopp, *Assistant City Attorney*; William McManus, *Police Chief, SAPD*; Charles Hood, *Fire Chief, SAFD*; Robert Blanton, *Deputy Chief, SAPD*; Captain Karen Falk, *SAPD*; Lieutenant Jesse Salame, *SAPD*; Lori Steward, *Director, Human Resources*; Melody Woosley, *Director, Department of Human Services*; Rebecca Flores, *Education Program Administrator, Department of Human Services*; Fred Garcia, *Municipal Court Clerk*; Denice F. Treviño, *Office of the City Clerk*

Others Present: None

Call to order

Chairwoman Sandoval called the meeting to order.

Citizens to be Heard

There were no citizens registered to speak.

Items for Consideration:

Item 2 was addressed at this time.

2. Briefing and Update on the City's NXT Level Youth Opportunity Center.
[Presented by Melody Woosley, Human Services Director]

Rebecca Flores stated that Opportunity Youth (OY) were defined as youth, ages 16-24, which were neither working or in school. She noted that there were an estimated 30,000-35,000 OY locally. She reviewed the percentage of OY in Texas' largest metro areas. She stated that the percentage of OY in San Antonio was the highest at 15% due to:

- Economic disadvantage
- Teen pregnancy
- Dropout Rate

- Percentage of youth identified as “at risk”

Ms. Flores noted that the seven City Departments which have youth programs make an investment of \$250 million annually toward said programs. She stated that funds were comprised of grants and General Revenue Funds which were directed mainly to school-based programs. She noted that the NXT Level Youth Opportunity Center (Center) would provide needed opportunities for those who were no longer in school and would serve as a resource for City Departments with youth programs. She stated that the following six zip codes would be targeted but services would be available to anyone in the City:

- 78201
- 78202
- 78207
- 78226
- 78228
- 78237

Ms. Flores stated that the San Antonio Independent School District (SAISD) identified the same priority areas in efforts to more effectively channel resources to students with the greatest need. She noted that the San Antonio Housing Authority (SAHA) targeted the same priority areas for education interventions.

Councilmember Saldaña asked what metrics were utilized to determine the target zip codes. Ms. Flores replied that the drop-out rate, the percentage of “at risk” kids, the percentage living below the Federal Poverty Level, the percentage of uninsured, and the percentage of unemployed were the metrics utilized to identify the target zip codes. Councilmember Saldaña asked of other zip codes such as 78242. Ms. Flores stated that other zip codes may be added as data becomes available.

Ms. Flores noted that Phase One of the Implementation Plan began in August 2018 with the establishment of an “after-hours center” at Roy Maas’ Youth Alternatives. She stated that this was primarily utilized by the San Antonio Police Department (SAPD) for youth curfew violators. She noted that Phase Two included the activation of a non-profit collaborative in October 2018 and the opening of the NXT Level Youth Opportunity Center at the Frank Garrett Community Center in January 2019.

Councilmember Perry asked of non-profits that staff has reached out to. Ms. Flores replied that staff has reached out to non-profits such as Girls Inc., Girl Scouts, Roy Maas Youth Alternatives, Healy-Murphy and other non-profits with youth programs. She noted that staff has reached out to Juvenile Probation, Judge Cruz Shaw, and Municipal Court Judges. Councilmember Perry asked Melody Woosley how many non-profits funded by the City had youth programs. Ms. Woosley replied that there were approximately 25 non-profits funded by the City which had youth programs. Councilmember Perry expressed concern that services were not being consolidated. Ms. Woosley stated that said non-profits offered services to youth who were in school. She

noted that this was a new target population that the City would be serving. Councilmember Perry spoke of seeking other funding streams to support the Center other than the General Fund. Ms. Flores stated that other funding streams would be sought. Councilmember Perry requested funding goals for the Center.

Councilmember Courage spoke of the cost to the City if the Center were not funded by the General Fund. He advocated for more funding for the Center in order to increase the number of youth served.

Ms. Flores noted that the Center would accept referrals from City Departments, non-profits, walk-ins, and the community. She stated that the Center was not a drop out recovery program and was designed to assist youth that were no longer being recruited by his or her former school district to re-enroll. She reviewed the following performance measures:

- 600 youth served
- 420 case management
- 252 enrolled in education
- 140 receiving job training

She stated that the goal of the Center was to decrease the number of 16 to 24 year olds who are not in school or employed in the targeted zip codes by 10% by 2024.

Councilmember Saldaña stated that the Center, if successful, would save the City money. He asked of the number of coaches at the Center. Ms. Flores stated that there were six coaches at the Center.

Chairwoman Sandoval asked of those youth who have not entered into case management. Ms. Flores noted that some youth were not ready to engage. Chairwoman Sandoval requested brochures on the Center for City Council Offices to distribute.

No action was required for Item 2.

Item 1 was addressed at this time.

1. Approval of the January 22, 2019 Public Safety Council Committee Meeting Minutes

Councilmember Saldaña moved to approve the minutes of the January 22, 2019 Public Safety Council Committee Meeting. Councilmember Courage seconded the motion. The motion carried unanimously by those present.

Item 3 was addressed at this time.

3. Briefing on the Implementation of the International Association of Chiefs of Police (IACP) Leadership in Police Organizations Program. [Presented by William McManus, Chief of Police]

Lori Steward stated that in November 2016, the City Manager established the Women in Policing Work Group (Work Group). She noted that the Work Group was created to assist the advancement of women in the San Antonio Police Department (SAPD). She stated that standard processes were created for announcing and selecting candidates for assignment to specialized units by the Work Group. She noted that the new processes were adopted in September 2017 and since that time; the percentage of women assigned to specialized units has increased by 26%. She stated that a priority of the Work Group was the establishment of a Leadership Development Program which would also compliment the efforts of the Leadership Development Committee formed by Chief McManus to create a leadership training curriculum for SAPD. She noted that the Work Group recommended the International Association of Chiefs of Police (IACP) Leadership in Police Organizations (LPO) Program. She stated that the LPO Program was funded in the Fiscal Year (FY) 2019 Budget.

Captain Karen Falks stated that the LPO Program was a three-week program which will be administered one week a month at the San Antonio Police Academy for three consecutive months to Supervisory Officers. She noted that the LPO Program was comprised of the following four areas:

- Individual system (Leading individuals)
- Group system (Leading groups)
- Leadership system (The leaders)
- Organizational system (Leading organizations)

Captain Falks stated that 12 Supervisors will complete the IACP Train-the-Trainer Program and will be responsible for training the entire department. She noted that the LPO Program will be provided to 242 Sergeants, 49 Lieutenants, and 20 Captains over a two-year period to conclude in August 2020 with a total of nine classes with 36 Supervisors per class. She stated that the LPO Program would reinforce the existing training offered as part of Cadet and Officer in-service training curriculum regarding:

- Communication
- De-escalation
- Ethics principles

She noted that completion of the LPO Program would further demonstrate the department's commitment to remaining one of the premiere law enforcement agencies in the nation as evidenced by its recent collaboration with the Department of Justice and IACP as the largest of 15 law enforcement agencies selected to participate in the Advancing 21st Century Policing Initiative.

Councilmember Perry asked of the total number of hours of training required for Supervisors. Captain Falks stated that she would provide that information.

Councilmember Courage asked if participation in the LPO Program would assist in promotion. Erik Walsh stated that it would not assist in promotion at the current time. He noted that every Officer must complete 40 hours of training per year as per State Law.

Chairwoman Sandoval expressed support for the LPO Program.

No action was required for Item 3.

4. Briefing on the San Antonio Fire Department's Blue Card Training and Certification Program. [Presented by Charles N. Hood, Fire Chief]

Fire Chief Charles Hood stated that the State Fire Marshal's Report issued 11 findings and recommendations concerning the Line of Duty Death of Firefighter Scott Deem. He noted that out of the 11 recommendations; nine could be addressed through the implementation of the Hazard Zone Incident Commander Certification Program (Blue Card Program). He stated that currently; 36 Command Officers, all Battalion Chiefs, all Shift Commanders, and several Assistant Chiefs have completed training through the Blue Card Program. He noted that the Blue Card Program included 50 hours of online training. He stated that the goals of the Blue Card Program were to:

- Establish and implement formalized command training and certification program to:
 - Develop Fire Department Officers who serve in the role of Incident Commander
 - Evaluate and certify personnel who successfully finish the curriculum
- Standardize incident operations for the San Antonio Fire Department
- Eliminate costly mistakes which cause injury, death, and unnecessary fire losses

Chief Hood noted that 12 personnel would attend Train-the-Trainer Classes in April 2019. He stated that training would begin for all Fire Officers in June 2019, would take place every other week, and take three years to complete. He noted that the City Council approved Incident Command Training and Certification for every Fire Officer in the San Antonio Fire Department (SAFD). He stated that \$588,000 was funded for the Blue Card Program in the Fiscal Year (FY) 2019 General Fund Budget of which \$330,000 was for Overtime (OT) pay. He noted the recent increase of fires; some due to aging buildings.

Councilmember Courage requested data on the number of fire fatalities in the last three years by Council District. Chief Hood stated that many fires occurred due to hoarding and space heaters, and the majority of fire fatalities almost always included the elderly.

No action was required for Item 4.

Adjourn

There being no further discussion, the meeting was adjourned at 11:33 a.m.

Ana Sandoval, Chair

Respectfully Submitted

Denice F. Trevino, Office of the City Clerk