

**COMMUNITY HEALTH AND EQUITY
COUNCIL COMMITTEE
SPECIAL MEETING
MAY 14, 2021 2:00 PM
VIDEOCONFERENCE**

Members Present:	Councilmember Ana Sandoval, Chair, <i>District 7</i> Councilmember Roberto Treviño, <i>District 1</i> Councilmember Jada Andrews-Sullivan, <i>District 2</i> Councilmember Rebecca Viagran, <i>District 3</i> Councilmember Shirley Gonzales, <i>District 5</i>
Staff Present:	David McCary, <i>Assistant City Manager</i> ; Andy Segovia, <i>City Attorney</i> ; Monica Hernandez, <i>Assistant City Attorney</i> ; Alma Lozano, <i>Assistant City Attorney</i> ; Homer Garcia, <i>Director, Parks & Recreation Department</i> ; Aurora Perkins, <i>Deputy City Clerk</i> ; Nancy Cano, <i>Office of the City Clerk</i>
Others Present:	Andrew Peterson, PGA, President & CEO, Alamo City Golf Trail

Call to order

Chairwoman Sandoval called the meeting to order.

1. Municipal Golf Association – San Antonio (MGA-SA) and review criteria of MGA-SA Board applications. [David W. McCary, Assistant City Manager; Homer Garcia III, Director, Parks and Recreation]

Homer Garcia reported that MGA-SA was a 501(c)(3) non-profit organization created in 2007 to assume management of the eight City-owned golf courses located across five City Council Districts. He stated that the City entered into a Golf Course Management Agreement with MGA-SA for 10 years with two additional five-year extensions, of which the first extension is scheduled to expire in May 2022. He noted that in June 2012, an amendment was added to modify repayment terms; and in May 2015, a second amendment added the Northern Hills Golf Course which was acquired by the City as its eighth golf course.

Andrew Peterson stated that the mission of MGA-SA was to provide affordable and accessible golf to all citizens, with a focus on children and seniors. He provided a list of the City's eight golf courses by Council District: District 1: 3; District 2: 1; District 3: 2; District 8: 1; and Council District 10: 1. He reported MGA-SA had an operating budget of approximately \$12 million. He stated that in FY 2020, over 346,000 rounds of golf were played which generated total revenues of just under \$13.4 million. He added that since 2007, MGA-SA had reinvested over \$16 million of operating proceeds back into the golf courses to create better assets for the City. He noted that MGA-SA employed 240 total staff, including 70 full-time employees with quality benefits packages and competitive salaries. He presented a brief video highlighting MGA-SA.

Mr. Peterson reported that MGA-SA had a membership base of over 10,500 individuals and 60,000 subscribers to its correspondence. He stated that MGA-SA partnered with over 45 schools and universities in the greater San Antonio area and provided students with access to the golf courses. He highlighted that millennials in the age 25-34 range were the highest percentage of golfers (19.64%) followed by senior golfers (17.95). He noted the male to female ratio was 75:25, which outperformed the 20% national

average of female golfers and added that MGA-SA was creating more programming designed specifically for the female audience.

Mr. Garcia stated that the MGA-SA Board met 6-7 times annually and various committees met monthly or as needed (Finance, Construction, Long Range Planning, Diversity and Inclusion). He emphasized that Board Members were a diverse group of individuals with a wide range of professional skills that were passionate about the MGA-SA courses. He reported that a call for applications was released on April 8, 2021 and were due by April 28, 2021; outreach included a press release notification to all Council District offices; and an announcement was posted on the Alamo City Golf Tour website. He cited names of the Ad-Hoc Review Committee members that would vet the candidates.

Mr. Peterson reported that the MGA-SA Board of Directors consisted of 15 members, as follows:

- 7 at-large members selected by the MGA-SA Board
- 6 at-large members appointed by City Council (two-year terms)
- 2 ex-officio City of San Antonio members appointed by the City Manager
 - Parks and Recreation Director and Assistant Finance Director

Mr. Peterson stated that the Ad Hoc Review Committee would identify the six appointees to this Committee on May 27, 2021 for ultimate recommendation to the City Council in June 2021.

Chairwoman Sandoval noted that Councilmembers reviewed and selected members appointed to the City's Boards and Commissions and asked why the evaluation process for MGA-SA candidates needed to undergo City staff evaluation first. She requested that this Committee be provided with a list of all the applicants and access to the applications. She highlighted her interest in the diversity of the Board and requested an overview of the current Board members. Mr. Garcia noted that the process was unique for the MGA-SA Board because all 15 members were voting members that would make policy decisions, and not just serve as an advisory board. He noted that the Board members would drive golf operations forward for more than one Council District and the evaluation by City staff helped to ensure that the Board was reflective of the goals and priorities of City Council and how the seats were filled. Mr. Garcia reported on the demographics of the current Board members: Males: 11 and Females: 4; White: 9 and Hispanic: 6. He stated that names of applicants and their applications would be provided to this Committee today and demographic and diversity information on selected candidates would be provided prior to the next meeting.

Chairwoman Sandoval asked of the recruitment process and issued a challenge for the recruitment of more female members. Deputy City Clerk Aurora Perkins reported that the Office of the City Clerk collaborated with the Parks and Recreation Department (PRD) and outreach included an announcement posted on the City's Boards and Commissions website and public service announcements, in addition to PRD's press release notification to all Council District offices and their posting of an announcement on the Alamo City Golf Tour website.

Councilmember Viagran recommended that recruitment handouts be distributed to golf course guests on the golf course paths. She requested further information about the general requirements and on industry knowledge requirements. Mr. Garcia indicated that the Ad Hoc Committee would vet the candidates to ensure they met baseline City requirements, such as if they lived within the City limits; otherwise, they would have to sign a waiver. He noted that golf industry knowledge was critical because members with a golfing industry background would better understand the level of capital investment needed to improve a golf system and playability to plan for the facilities to grow and thrive, such as someone with a diverse set of skills in the areas of engineering, agronomic conditions or construction.

Councilmember Viagran requested further information on the vetting process for the 7 at-large members selected by the MGA-SA Board and the 6 at-large members appointment by City Council. Mr. Garcia explained that the 7 at-large seats would be established and filled according to the Bylaws of the Alamo City Golf Trail. Mr. Peterson explained that the 6 at-large members were selected based on skills that enhanced the organization and when their terms expired, the Board voted on new members based on previously established criteria.

Councilmember Andrews-Sullivan referenced pre-COVID-19 discussions on equitable representation and a potential MGA-SA Board to be made up of 10 representatives from each Council District. She asked how equity would be established going forward. She asked if increasing the number of tournaments could generate more revenue. Mr. Garcia stated that he did not have the history of the Board's makeup of 15 members and noted the opportunity to update the Bylaws to reflect any potential changes to be made. Mr. Anderson reported that tournaments were an extremely important part of the MGA-SA business model and over 100 different charity and corporate live events were held annually. He noted that approximately 60 diverse groups and associations represented the entire populace of the City that played golf on a weekly basis in coordinated groups.

Councilmember Treviño highlighted that Councilmembers had a responsibility to the residents to represent what the community asked for in terms of equitable distribution of investments and fiduciary duty. He welcomed recommendations from City staff but cautioned against the filtering of candidates by others rather than by Councilmembers.

Councilmember Gonzales asked for status on the City's acquisition of the Northern Hills Golf Club located in Council District 10. Mr. Peterson reported that the City purchased the property in August 2015 and the golf course had reach a point of sustainability after deferred maintenance was performed over the first three to four years of City operations.

Councilmember Viagran asked of the term limits for the MGA-SA Board and for the length of time served by the current longest-standing member. She recommended the placement of a current Board member as an observer on the Ad Hoc Review Committee. Mr. Peterson confirmed that according to the Bylaws, the term limit for all 15 Board members was every two years and there was currently no limit on the amount of terms they could serve. He reported that five of the seven current At-Large Board Members were original members from when the association was established in 2007. Assistant City Manager David McCary recommended the options of having a member of this Committee serve on the Ad Hoc Review Committee, or to appoint the Office of Equity to collaborate with the Public Works Department (PWD) to assess candidates.

Chairwoman Sandoval requested feedback on the hesitancy of the pre-selection process by some Committee Members and a consensus for a Committee Member to serve on the Ad Hoc Review Committee. She asked for the assurance that this Committee would be able to review the list of finalists and have the discretion to add someone from the general pool of applicants as they deemed fit, as was standard in many other appointment practices. Mr. Garcia stated that PWD would coordinate the inclusion of a Committee Member to serve on the Ad Hoc Review Committee. Councilmember Andrews-Sullivan volunteered to serve in the role. Councilmember Treviño stated that the role of City staff was to review applications and not to filter out which applications the Committee would be allowed to see.

2. **Committee member recommendations based on panel discussions between March and April on mental health, racial equity, and gender equity.** [David W. McCary, Assistant City Manager]

EXECUTIVE SESSION

Chairwoman Sandoval stated that the Committee would recess into Executive Session; thereafter, the Committee would reconvene in open session to deliberate and make recommendations and motions based on its panel discussions between March and April on mental health, racial equity, and gender equity.

City Attorney Andy Segovia explained that an Executive Session was needed because the recommendations addressed civil rights issues and the role of public safety, and the Committee needed to be mindful of current collective bargaining agreements and State law in its deliberations.

Chairwoman Sandoval recessed the meeting into Executive Session at 3:05 pm to discuss the following:

A. LEGAL ISSUES, PURSUANT TO TEXAS GOVERNMENT CODE SECTION 551.071.

Chairwoman Sandoval reconvened the meeting at 4:08 pm and announced that no action was taken in Executive Session.

Chairwoman Sandoval presented a list of the Committee's proposed Mental Health Recommendations:

- Work with SAPD Officers to map the process of how SAPD connected residents with resources; Evaluate opportunities to improve access to and the process of providing resources and services.
- Investigate using outreach specialists or promotoras as an alternative response or follow-up for persons with mental health issues.
- Review available data on mental health conditions in the San Antonio population and evaluate how it may inform how SAPD allocated resources.
- Assess the need for more sobering beds available to SAPD.

Chairwoman Sandoval asked each Committee Member to provide their feedback and additional recommendations, as follows:

Councilmember Andrews-Sullivan made the recommendation that a coalition be formed made up of the City Commission on Veterans Affairs, the City, Bexar County, the Veterans Administration, the Veterans Helping Veterans organization, and the Pink Berets.

Councilmember Viagran recommended the strategic assessment and implementation of a creative hiring process to recruit Police Officers, Social Workers, or other interested individuals to serve on the Mental Health Unit (MHU) in a hiring hybrid model. She requested that her recommendation be forwarded to the Public Safety Committee for review and discussion with Chief McManus.

Chairwoman Sandoval presented her mental health recommendations:

1. Chairwoman Sandoval requested a modification [*in italics*] to the following recommendation:
Investigate using outreach specialists, or promotoras, as an alternative response or follow-up for

persons with mental health issues *in collaboration with Bexar County law enforcement, the Bexar County Mental Health Authority, and other relevant mental health partners.*

2. Explore a co-responder model that directly links follow-up post-crisis care to individuals in crisis, and that this model build or expand the MHU model.
3. Estimate the needed scale for effectiveness of a co-responder model and develop a long-range plan to implement this model.
4. Explore the potential of providing Police Officers with less lethal alternative to tasers and guns when responding to crisis calls (for example: rubber bullets or beanbags).
5. Re-evaluate the current Mental Health Crisis Response protocol, due to the potential for an individual to (continue to) harm themselves or others, should the MHU not be able to respond to a crisis call either due to lack of staff on hand or other potential reasons.
6. Increase staffing of the MHU, so that MHU Police Officers could respond to crisis calls 24/7.
7. Establish a clear mission, goals, and metrics for performance of the MHU with a report on those accomplishments prepared quarterly.

Chairwoman Sandoval presented a list of the Committee's proposed Racial Equity Recommendations:

- Examine the benefits of SAPD engaging with residents versus surveilling them and implement where possible.
- Review policies for protecting sensitive information regarding a death in an Officer-involved shooting and how news of a suspect's passing is communicated to next of kin.
- Review current training for communicating with victims and their families; Identify opportunities for improvement.
- In coordination with the Office of Equity, evaluate best practices for promoting restorative justice; develop policies and programs to incorporate restorative justice into the work of SAPD.
- In coordination with the Office of Equity, evaluate SAPD's Budget through an equity lens; Bring recommendations based on that evaluation to City Council.

Chairwoman Sandoval asked each Committee Member to provide their feedback and additional recommendations, as follows:

Councilmember Andrews-Sullivan requested a modification to the following recommendation: A review of policies across the board to protect sensitive information regarding a death in an Officer-involved shooting and how news of an individual's passing would be communicated to their next of kin. She called for more open communication and requested that status follow-ups be provided to City Council for related inquiries as they arose.

Councilmember Viagran recommended accelerated training for SAPD on racial equity, and for implicit bias training to be provided by the Office of Equity.

Chairwoman Sandoval presented her racial equity recommendations:

1. Chairwoman Sandoval requested a modification to the following recommendation: Examine the benefits of SAPD engaging with residents versus patrolling and implement where possible.
2. Re-evaluate the recommendations from Mayor Ivy Taylor's Council on Police Community Relations, specifically expanding the San Antonio Fear Free Environment (SAFFE) Program and tracking the success of Explorer Program participants in becoming Police Officers.
3. That the Public Safety Committee consider the establishment of a regular forum, such as an advisory board, to provide community feedback on SAPD.
4. Re-evaluate how SAPD recruited locally and develop a stronger model for local recruitment.
5. Consider an increase in funding to agencies that benefit young people of color who are at risk of interacting with law enforcement agencies, such as My Brother's Keeper – San Antonio.
6. Invite SAPD Police Officers to play a role in establishing the means and metrics for improving SAPD's racial equity outcomes.

Chairwoman Sandoval presented a list of the Committee's proposed Gender Equity Recommendations:

- Better understand how crimes against the LGBTQ community are handled, followed up, and if solved by SAPD.
- Closely examine services available and any barriers that prevent connecting residents in need to them, such as lack of identification deters access to services.
- Revisit the City's Strategic Homelessness Plan, specifically where it addressed the issue of homelessness in San Antonio and the absence of information regarding the homeless population that became homeless because of their sexual orientation or gender identity.
- Assess the need for more beds designated for women at Haven for Hope.
- Discuss how the facilities the City has built can be used as hubs to help foster closer relationships between the LGBTQ community and law enforcement (i.e., substations near the Pride Center).

Chairwoman Sandoval asked each Committee member to provide their feedback and additional recommendations, as follows:

Councilmember Viagran requested a modification [*in italics*] to the following recommendation: Better understand how crimes against *Women and* the LGBTQ community are handled, followed up, and if solved by SAPD.

City Attorney Segovia reported that as a result of the discussions held during the Executive Session regarding some of the legal issues tied to the recommendations, some wording changes would be made to some of the recommendations.

Councilmember Andrews-Sullivan moved to approve, in concept, the recommendations with the changes and additions as noted by the Committee Members with some wording changes to be made to some of the recommendations by the City Attorney's Office; and thereafter, forwarded to the Public Safety Committee for consideration. Councilmember Viagran seconded the motion. The motion prevailed unanimously.

Adjourn

There being no further discussion, the meeting was adjourned at 4:23 PM.



Ana Sandoval, Chair

Respectfully Submitted,



Nancy Cano, Office of the City Clerk