

**CITY COUNCIL GOVERNANCE COMMITTEE MEETING
MINUTES
WEDNESDAY, NOVEMBER 20, 2013
1:00 PM
MEDIA BRIEFING ROOM, CITY HALL**

Council Present:	Mayor Julián Castro, <i>Chair</i> Councilmember Diego Bernal, <i>District 1</i> Councilmember Rebecca Viagran, <i>District 3</i> Councilmember Rey Saldaña, <i>District 4</i> Councilmember Ron Nirenberg, <i>District 8</i>
Also Present:	Councilmember Carlton Soules, <i>District 10</i>
Staff Present:	Sheryl Sculley, <i>City Manager</i> ; Michael Bernard, <i>City Attorney</i> ; Leticia Vacek, <i>City Clerk</i> ; Chief William McManus, <i>Police Department</i> ; Chief Charles Hood, <i>Fire Department</i> ; Joe Angelo, <i>Director, Human Resources</i> ; Mike Frisbie, <i>Director, Capital Improvements Management Services</i> ; Dan Williams, <i>HR Administrator, Human Resources</i> ; Jim Kopp, <i>Asst. City Attorney, Office of the City Attorney</i> ; Joe Nino, <i>Deputy City Attorney, Office of the City Attorney</i> ; Jed Maebius, <i>Liaison, Mayor's Office</i> ; John Peterek, <i>Special Projects Manager, City Manager's Office</i> ; Rebekah Jamison, <i>Sr. Executive Secretary, Office of the City Clerk</i> ; Lianna Patterson, <i>Executive Assistant, City Manager's Office</i>

CALL TO ORDER

Mayor Castro called the meeting to order.

I. Approval of minutes from the October 16, 2013 Governance Committee Meeting.

Councilmember Saldaña moved to approve the minutes of the October 16, 2013 Governance Committee Meeting as submitted. Councilmember Nirenberg seconded the motion. Motion carried unanimously.

II. Items requiring individual briefing(s)

A. Briefing and possible action on a request from Councilman Cris Medina, District 7, regarding Equal Pay for SA.

Joe Angelo, Director, Human Resources

Mr. Angelo reported that Councilmember Cris Medina submitted a CCR requesting that a study be conducted to measure pay disparities based on gender for City employees in comparable positions. It was noted that the focus of the review was to identify the average salary paid to Women for jobs of similar scope and responsibilities within five specific Employee Categories.

Other factors considered included years of service with the City, level of education, relevant experience, and historical job performance. He reported that 80% of employees studied fell within the Step Pay Plan Program and Uniform Category, and that compensation for employees within these categories varied minimally.

Demographic information by Employee Category was provided. It was noted that salaries for Uniform Employees was determined by their respective Collective Bargaining Agreement and compensation considerations included rank and step schedule. Mr. Angelo reported that Collective Bargaining Agreements did not permit differences in pay. As it relates to the Step Pay Plan Program, it was noted that compensation could not be subjectively changed as pay was based on tenure in current position.

Mr. Angelo reported that the review concluded that pay disparities did not exist between male and female full-time City Employees. He highlighted ongoing efforts to proactively identify and address pay equity issues which included creating Mentorship Programs, establishing consistent Compensation Policies and Practices, and implementing a Voluntary Affirmative Action Plan.

Mayor Castro asked of the pay variations for employees classified as Managers and Professionals. Mr. Angelo reported that factors resulting in pay variations included education, years of service, certification, job performance, and job scope. Mayor Castro voiced his concern with employees in these classifications having the ability to negotiate on individual compensation packages which resulted in greater disparities. Mrs. Sculley clarified that employees did not have the ability to negotiate, but rather that individual marketability differences results in compensation variations.

Mayor Castro asked of the comparison of female emergency responders locally as compared to other Major Cities. It was reported that the number of female Police Officers increased from 7% to 10% in the last several years. However, this percentage was still low in comparison to the D.C. Police Force which was comprised of 17% Women. Mrs. Sculley spoke on the difficulties in recruiting qualified female emergency personnel, especially at the executive level.

Mayor Castro recommended that an outside party conduct a review.

Councilmember Viagran asked of the total number of Executive Employees. Mr. Angelo reported that on average there were 100 Executives. However, at this time, 93 Executive positions were filled. Councilmember Viagran asked to be provided with the number of employees based on gender who have received certification pay or higher education pay over the last several years. Mrs. Sculley stated that she would discuss in detail this information when it was provided. Mr. Angelo clarified that Civilian Employees were not paid extra for years of service or for receiving a certification or degree. The incentive for attaining the certification or degree, however, was the ability of employees to apply for higher paying jobs within the organization.

Councilmember Viagran voiced her concern with the low number of Women classified as Managers and Professionals.

Councilmember Bernal voiced his concern with historical trends not being reflected in the Report which resulted in more questions being raised. He asked that more analysis be conducted to determine pay disparities, especially based on years of service. Mrs. Sculley noted that a common challenge faced by major cities was recruiting based on gender as more focus was given to obtaining a racially and ethnically diverse workforce.

Mayor Castro asked that the item be brought back to the Committee with more options.

B. Briefing and possible action on a request from Councilman Carlton Soules, District 10, regarding Sex Offender Registration

William McManus, Chief of Police

Chief McManus reported that Councilmember Carlton Soules submitted a CCR requesting a detailed financial review of the San Antonio Police Department's Sex Offender Registration Process to include:

1. A review of the registration process identifying the current number of offenders registered within the city and the risk level associated with said offender.
2. A progress report of the registration process identifying any challenges associated with maintaining the list.
3. An analysis of all costs associated with maintaining and implementing the sex offender registration process.
4. A discussion and potential recommendation of increasing Sex Offender Registration Fees in the event the program is not adequately funded or is being excessively subsidized by law abiding tax payers.

Chief McManus detailed the current process undertaken by the Sex Offender Registration Detail (SORD) in registering convicted adult and juvenile sex offenders. He noted that the purpose of said process was to gather physical identifiers and addresses associated with registered offenders. It was stated that the registration process had been streamlined to prevent offenders from coming up with excuses for not registering.

In accordance with State Law, offenders are required to present themselves at the local SORD Office and register within seven days of moving to or traveling to San Antonio. Chief McManus noted that SAPD Detectives investigated and filed criminal cases against offenders for non-compliance. Chief McManus reported that the penalties varied based on the nature of the violation and could result in prison time, probation, as well as the assessment of fines.

Chief McManus stated that currently fees were not assessed to offenders upon registering and detailed the legal argument for said. He reported that if the City were to assess a fee, the following issues needed to be considered:

- SORD Personnel would need the training and equipment necessary to handle cash and credit card transactions.
- Some offenders may be indigent and lack the funds to register. Criminal cases against offenders who fail to register due to lack of funds may be dismissed by judges and ultimately lead to higher costs.
- Most offenders comply with registration requirements. Adding a fee may increase non-compliance increasing risk to the community. There are currently six personnel assigned to the SORD with their time being divided between registering offenders, transmitting information to the State, verifying addresses, filing criminal cases for non-compliance, and making arrests for same. An increase in non-compliance would place additional stress on personnel time as more criminal cases and arrests would need to be made.
- The proposed fee may expose the City to a lawsuit if an otherwise compliant offender failed to register and commits a new sexual assault.

Chief McManus recommended against the imposition of a city fee for registration. However, he suggested that the Committee consider amending Chapter 62 of the Code of Criminal Procedure at the next Legislative Session. It was noted that doing so would authorize a fee to reimburse the City for the cost of registration.

Lastly, Chief McManus stated that he planned on presenting to the Public Safety Council Committee at their next meeting and detailed items to be discussed.

Councilmember Nirenberg moved to forward said item to the Public Safety Council Committee. Councilmember Viagran seconded the motion. Motion carried unanimously.

C. Briefing and possible action on a request from Councilman Rey Saldaña, District 4, Corridor Improvement along SW Military Dr. from US Highway 90 to Old Pearsall Road.

Mike Frisbie, Director, Capital Improvements Management Services

Mike Frisbie reported that Councilmember Rey Saldaña submitted a CCR requesting that staff prepare options and cost estimates associated with the creation of a Corridor Improvement Study along SW Military Drive from US Highway 90 to Old Pearsall Road. It was noted that the two focuses of the target area were corridor branding and complete streets. Other improvements identified included placement of native landscaping treatments along medians as well as installation of flag poles and additional lighting containing a military theme.

It was noted that CIMS Staff as well as Deputy City Manager, Peter Zaroni, and representatives from several departments had met with Councilmember Saldaña on October 31, 2013, to discuss said topic. Mr. Frisbie reported that \$75,000 was needed to fund a Study and Concept Design for the area and that NAMP Funds were being considered as a potential funding source. As the lead office on said Project, CIMS Staff engaged an On-Call Design Consultant to begin the design of

a Conceptual Master Plan related to the proposed corridor enhancements. Mr. Frisbie stated that completion of the Master Plan was scheduled for May 2014 and included the following items:

- Monument/Iconic Signage
- Wayfinding Signage
- Pedestrian & Bicycle Traffic Enhancement
- Covered Shelters at VIA Bus Stops
- Median Landscaping Improvements

Mr. Frisbie noted that CIMS Staff would continue to work closely with City Council District 4 to identify future funding opportunities for the proposed corridor enhancements.

Councilmember Saldaña stated that Lackland Air Force Base was the largest employer in the entire city and that it was important to leave a lasting first impression on the thousands of family members of freshly minted Air Force Cadets.

Councilmember Nirenberg moved to forward said item to the Infrastructure and Growth Council Committee. Councilmember Bernal seconded the motion. Motion carried unanimously.

III. Consideration of items for future meetings

A. Next Meeting Scheduled: December 18, 2013

Mayor Castro announced that the next Governance Council Committee Meeting was scheduled for December 18, 2013. There being no further discussion, Mayor Castro adjourned the meeting at 1:38 p.m.

ATTEST:



Leticia Vacek, TRMC/MMC
City Clerk



Julián Castro
Mayor