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San José public safety, finance and strategic support committee.
>> Councilmember Nguyen: I'd like to call the Public Safety, finance and strategic support committee to order. And we will start with number 2, review of work plan. Status report on fire department strategic plan and staff recommended we defer this to May 2009.
>> Motion to defer.
>> Second.
>> Councilmember Nguyen: All right, we have a motion and second to defer. All those in favor, opposed, continued. We have 3.1 consent calendar.
>> Councilmember Constant: Motion to accept.
>> Councilmember Nguyen: We have two items. All those in favor, opposed, motion carries. 3.2, referral response regarding the downtown entertainment zone demographic study.
>> Before we get started I want to introduce Mr. Bob Lee, executive director of U.C. Berkeley research center and has provided guidance concerning the referral. I'd like to thank Mr. Lee for all his insights and efforts in helping the city develop his response. Also with us is Lee Wilcox, our city's downtown coordinator who has led the city's response to the referral. Before we get started with the presentation I want to reiterate what the referral is. And that's in November 2008, the council asked us to ascertain how the city -- how and whether the city can determine the race ethnicity and age of the downtown zone, during the hours of heavy activity, preferably opportunity auspices of an unaffiliated third party. The city has determined that such a demographic study could be done, and that there are two methodologies today that we will review. In developing the response to the referral, I should note that there is no recommendation for from the administration, because we're asked to ascertain which is the preferred method. We are asking that to be taken to the full city council when this item cross-references out. I'll pass on to Lee the rest of the presentation.
>> Thank you, Deanna. Lee Wilcox. As Deanna has pointed out, we have been working with the research center at U.C. Berkeley for quite a while now as to different methods of how we can ascertain these issues.
>> Thank you, councilmembers for inviting me to come today. First, I guess I should probably mention a little bit about the survey research center. We're an academic survey research unit at the University of California Berkeley campus. It's been in existence since 1968, so we're just finished celebrating our 50th anniversary. We are primarily focuses on social science issues, public policy issues, Public Health issues. All the work we do has to be something that ends up in the public domain. So we don't do any proprietary research or private sector proprietary data collection. We have tended to work on projects that involve significant degrees of difficulty, as opposed to your more routine kinds of polls, you might say. This would fall into that category of a significantly difficult project to attain. The director of operations, associate director, I direct all of the operations that involve -- that are involved in any projects that we do through the center. We have two statisticians and other people who sniff us in designing and carrying out projects, typically from research design, right on through to data delivery. As we pointed out, we have -- go on to the next one -- we have talked about two different kinds of approaches with Lee, and the city. One is one in which we would -- well, let me start off by saying, in both methods, there is a scientific way to identify the area and select people within the area to get information from. But the two basic approaches differ on the dimension of what it is that you do with the people that you're interviewing. The first approach, we refer to as an observational, and that's where you send an interviewing team into the area, with a script of questions that they, themselves, answer about the people they're observing. This can be a useful survey research method, for certain kinds of applications. For example, if you simply wanted to know something like -- that was easily identifiable like what's the proportion of men versus women, that is a fairly easy dimension to measure with observational data collection. The other method that we're going to talk about uses an interview approach where you're actually intercepting people on the street and asking them a set of questions that you record. First of all, let me say something about the methodology that you'd be thinking about for both of these. So if you imagine the area that the entertainment zone is in, what we would do is essentially create a grid from that on the map, which would be divided by areas. And then to do the study, you would want to do that also in terms of time. Sort of a three dimensional model of time and place. You can randomly select times and places to do the data collection, in either the of the two methods that we are referring to. In both of the cases you can randomly select so that you have the ability to feel confident that you've got a reasonably representative sample based on the two dimensions of place and time. In the observational one, you would send the numerators in, and they would be answering a structured set of questions about the people they observed. Probably

things like age, sex and ethnicity would be the most salient things. They would record, we would tabulate and give you a report. This method is useful though much less precise. Some dimensions are easy to evaluate, in an observational way and others are quite difficult. For example, ethnicity can be quite easy to determine if you are observing people on the street. The ability to make an estimate of what they're observing and although we've trained them to the best of our ability with the limitations of the project, actual there would be difficulty with ascertaining the reliability, I guess you might say of the data collected. As you point out, this does not require the fine determination, data as I've come to learn in this project, you may have some interest on what's going on in the past. This kind of data collection is essentially a snapshot of what was happening when the data was collected and has nothing to do with past patterns or future patterns. But it's just a snapshot of what's happened that night or those nights, or whenever the observations were taken. A project like this might cost in the neighborhood of $25,000 depending upon the number of times that you would want this data collection to be done. The other method that we're talking about with the city is a more precise method. Where once again you would create a grid, and randomly select within that grid for the interviews, but instead of observation, we would have teams of people who would intercept people and interview them on a structured set of questions, whatever those questions might be would be quite a small set, probably. At any rate, this is a more precise measure, because you're not relying upon an interviewer's enumerator's judgment. You're actually asking somebody questions about their age, sex, ethnic background, et cetera. So as the respondent, him or herself who's actually giving the responses rather than the interviewer who is observing and making a judgment. So it takes some of the judgment out of that. The third point we have here in terms of limitations, it says data could be skewed, for the group in which the interviewer is trying to capture data. In this kind of a project there may be some groups of people who would tend to avoid the interviewers who are on the street. And you never know, you know, how that's going to work out until you're actually on the site, and doing the work. And as another comparable limitation that we talked about before for the other type of project, you can't talk about the past. This is again basically a snapshot and allows you only to know what happened during the time of observation or the time of data collection. But in this method, you would have a more reliable set of data to rely on, because the respondents themselves are the ones who are answering the questions and giving you the information. A project like this, depending on the frequency with which you would want the work done, the data collection done, I should say, might be more in the neighborhood of $80,000. And the reason it's a good deal more expensive is in this model, we would want to maximize the number observations, so that you could rely more clearly upon the data as being reliable. You would have more people in there more often interviewing more people over a longer period of time. And that's what was built into that estimate. Okay. The basic limitations apply to all the projects -- both types of projects in that they are regardless a snapshot. They are telling you what we learn from the data collection that was done, and they can't interpret the past or project what might happen in the future in terms of who goes to the area. The other thing about the interviewing approach is that it can allow you trend data in the sense that you can look at it over multiple weekends or you can think of doing it every other month to get some kind of sense to see how things might be changing over time, or you might end up wanting to do this on an annual basis, again, so that can you compare what's going on now with what's gone on in the past. The last point here does not provide any information on law enforcement activities. I think that speaks for itself. This project would have -- our role in a project like this or whatever organization would be involved with -- doesn't speak to the issue of law enforcement at all.
>> Thank you, Bob. Again, as Deanna stated we've outlined two different stages. We have asked the committee to forward this on to the full city council meeting. If you have any questions, council.
>> Councilmember Nguyen: Thank you, Mr. Lee for the presentation and thank you for coming to San José today. I do have a couple of questions. If we were going to go with the observation or demographic study, what is the time frame that you would be out there conducting this?
>> Do you mean from the -- well, it would take us, if you're talking about from start to finish, if you were to sign off on it, we would clearly need maybe a month to prepare for this. Because we'd have to do some -- we'd have to prepare some materials, we'd have to do some hiring. And other preparation. And then the length of time in the field would be dependent upon the budget. If the budget would support one weekend or two or three, and how you wanted to stage that so that all of those factors would play into the length of time. But once the data's collected, we can compile that pretty quickly, and present the data back to you within two to three weeks after collected.

>> Councilmember Nguyen: And same question goes for, if we go with the interview demographic study?
>> That might require a little bit more. Because we will have to probably train the interviewers a little bit differently. And so I don't think it would add significantly to it. It might be a little bit longer but not significantly longer. It would be a longer strange period than would -- training meeting but typically it might be something like six or eight hours of training instead of three or four hours of training.
>> Councilmember Nguyen: Thank you. I just want to ask staff a question. We reach out to San Jose State university students in regards to -- because I believe my understanding is that there was a study of -- a similar study conducted with San Jose State university a while back. In the memo it says that we did reach out to them but three didn't respond. Did we follow up to find out why they didn't respond?
>> We sent two e-mails, and I have -- I called their demographics department twice, never heard back. My understanding, having talked with a couple of students within the demographics department within the last two years that they had approached a similar type of study but it was never completed. It was an idea that was discussed in class through various avenues but it wasn't ever completed.
>> Councilmember Nguyen: Okay, all right. Questions from committee members? Councilmember Constant.
>> Councilmember Constant: I just had a question for Mr. Lee. I understand that each individual sample is a snapshot of time, you go out this weekend, next weekend, whatever the case may be. In your opinion, what would we need to do to really establish a trend? Like if we did it, say, 14 weekends in a row, and the numbers were within two to 3% of each other for that entire time with no variation, does that constitute a more reliable trend? Or would it have to be done one or two weekends a month for 16 months? What would it take to get to that --
>> Well, the more observations, either the more people you interview, or the more times that you interview, each of those increases reliability of what you are observing. We typically think of a trend survey as that being done on a regular repeated basis, like monthly. The behavioral risk survey that the centers for disease control does every state are done on a monthly basis and reported that way. And those are trend data. But if you were to continue it for four weeks versus eight weeks, eight weeks would be better, because you're getting more observations so therefore the liability -- reliability would go up.
>> Councilmember Constant: Holidays, St. Patrick's Day, because you're more likely to have more Irish people out, or thirst, Fridays, Saturdays?
>> We'd certainly support that idea.
>> Councilmember Constant: I had another question, it escaped me, so maybe after Mr. Pierluigi is finished.
>> Councilmember Nguyen: Councilmember Oliverio.
>> Councilmember Oliverio: On the item that was the $25,000, what would be your guesstimate of hours spent in the field versus hours in the office compiling?
>> Oh, gosh, I didn't think to bring those calculations with me. I could come back to you on that. But most of the effort is beyond the ground time. It's paying for the people to be on the ground, and doing the interviewing, whether it's observation or otherwise.
>> Councilmember Oliverio: Okay, then --
>> There will be some preparation time that we'll need to do, send myself and maybe somebody else to observe just a weekend or two just to see what it's like down here and how we can logistically arrange ourselves and do it. And then there's training. The post-data collection where we take the completed interviews and process them, that again is not a real time consuming part of the process.
>> Councilmember Oliverio: I meant on the observation study you wouldn't have an interview, you'd mark a tally sheet or something?
>> Tally sheet, yes.
>> Councilmember Oliverio: I'm trying to figure out what the hourly rate.
>> What?
>> Councilmember Oliverio: The hourly rate, I'm trying to figure out what the cost is.
>> You know, I can't answer that. I'm afraid I didn't bring those numbers with me. But I could come back to you with those if you like.
>> Councilmember Oliverio: I'd be interested in that. If I get a $25,000 study, you're getting X hours in the field or X hours in the lab, if your hourly rate is $400 or something, I need to know that for my own sanity.
>> I'll get that for you.

>> Councilmember Oliverio: Thank you.
>> Councilmember Constant: I had another question.
>> Councilmember Nguyen: Councilmember Constant.
>> Councilmember Constant: In your opinion, the difference between the observational interview, if the observational was done at a volume of 3X from what you give, so we did $75,000 worth of that interview, how would that rely statistically compared to the $80,000 interview? Would we be getting -- we'd obviously be getting maybe three times more samples, but because of the different methods would that nullify itself or where would we be at?
>> Well, the observational one has much more -- has greater limitations because you're trusting the judgment of an individual to particularly -- I mean, you can come pretty close with age, you can probably be dead-on with sex. But with race, that's going to -- or ethnicity, that's really going to be a challenge. So those kinds of projects, observational type projects, are ones that are used when the reliability of the data isn't nearly as important. You just want to have some sense of what's going on out there. Is it more men than women that are going, for example, to the entertainment zone. That could probably be relied on. But if your -- if the demographic of key interest is something that's more judgmental, where you would need more information than just what you can see, then the interview approach is much superior.
>> Councilmember Constant: In a situation like this, the reason this came up was because of police service in the downtown, the observational method seems to me would more completely the method that our officers use. They don't stop and ask someone what their race is before they decide they're going to arrest them or not. So the police contacts, the officer making that contact would have no more or less information than the person doing the study. So would that not more completely what's being really experienced in real life, if we're trying to make a corroboration between police practices and demographics?
>> Well, depends on what your goal is. I don't think the goals are the same for the police officer versus a scientific investigation. And a police officer maybe is simply trying to determine whether or not the person is intoxicated.
>> Councilmember Constant: Right.
>> In the case of the observational interviewer, or the regular part of data collection interviewer, their goal is to get the facts about the individual as either they observe it or they are told by the respondent. The goals are completely different. So I guess that's how I'd respond to that.
>> Councilmember Constant: Okay.
>> Councilmember Nguyen: I just have one final question. Has your department ever conducted this type of research before? I didn't see any listing in the memo.
>> I've been there for six years. The organization has been there for 50. I don't think we've done something quite like this. Although the sampling approach that I've described is a common one in the sense that we refer to each of the segments within that grid as primary sampling units. And we do this all the time. We take a geographic area, map it, create the smaller little demographic zones within what we call the sampling units, primary sampling units and randomly select the unit and send the interviewer. Intercepting people like this and doing it in this way, no, we've not done anything like that.
>> Councilmember Nguyen: I guess a follow-up question would be, how comfortable are you and your team going out there and doing this for the first time?
>> Well, we have done -- most of the work that we've done has been very challenging work. We did a lot of work in the City of San Francisco during the AIDS epidemic, and had to interview people under difficult circumstances often. So we're used to a challenge. This is an unusual challenge. And I guess the one -- you know, the one thing that I'm concerned about is putting people on the street in an entertainment zone where people have spent the night drinking. And obviously, one of the reasons I would want both myself and probably one other team member of mine to go down and spend some time in the entertainment zone beforehand, to see what it's like, what the atmosphere is like, what we need to be prepared for logistically and maybe strategically, before we send our teams in.
>> Councilmember Nguyen: Thank you. So I guess this committee is charged with making a recommendation to the city council in terms of how we're going to approach this. But at this point I'm not ready to make any kind of recommendation. I think it's probably more effective for us to cross-reference this item and have a full council hearing, and then they can -- at the full council we can make a decision.
>> Councilmember Oliverio: Second.
>> Councilmember Nguyen: All right, I guess I made my own motion. So that would be the motion.

>> Councilmember Constant: I just have a comment, and I don't have a problem with that, having the council discussion. But I think the concerns I have, with the interview demographic study, is twofold. One is, I've been out there, and stopping and engaging people as they're going from bar to bar, having been drinking, I don't necessarily think will be a very good exercise. I think it's going to end up being an exercise in futility. Because of what people are out there doing, and the significant amount of violent activity that we seem to have that's kind of gotten us to where we are would be concerns for me. The observational demographic study I think would be a good thing, and I think that doing a longer version, or a higher number of samples, so that there's a more reliable trend data and higher statistical validity, is the more appropriate way to go. And I think while there are some limitations in people being able to decide, you know, definitely, is this person X, Y or Z race, I think it also -- that same challenge that is here is the same challenge that I have to some of those accusations that have been made against some of the police officers that, if we know it's difficult and the experience will also give us the ability of knowing. I would assume you'd be able to say definitely nos or not sure. We would have a more -- more valid statistics to show maybe it's not possible for police officers to be targeting by race for enforcement. And that it is more behavior-oriented, so I would lean towards an observational demographic study over a longer period of time, so that there's more trend data and more statistical validity.
>> Okay, so we'll bring back the presentation on April 7th, we'll issue a supplemental response to Councilmember Oliverio's questions, and we'll be ready for that dates.
>> Councilmember Constant: I have one more question. Mr. Lee, based on your comments about really saying that there would have to be some direct observations by some of your team in the evening, at the times to determine how much work, is there a value to having that done before the council discussion, and having that kind of segregated out, and saying X number of dollars for us to really go out and figure out what we would need to do to come back and tell you, so at least we know so we'll have more information to make a decision, or would that not be valuable?
>> I'm not certain that would be valuable, no. I think it's just a matter of, like, in making any kind of a presentation, I always like to know what the room is going to look like, how many people are going to be there, will I have a microphone or will I have to yell, you know, I would like to know what I'm facing. So I don't think that that would amake a great deal of difference.
>> Councilmember Constant: We always have microphones and sometimes we yell.
>> Okay.
>> Councilmember Nguyen: Okay. So the motion was to cross-reference item for full council discussion. All those in favor? Opposed, matter passes. Thank you very much. Oh, I'm sorry, is there anyone in the audience that wishes to speak on this item? No, motion carries. Thank you. We will move down to item 3.3, report on enterprise applications, executive overview of priority projects.
>> Good afternoon, my name is Steve Ferguson. Chief information officer, you have the report in your packet. Would be happy to answer any questions you have about it. But with councilmembers' permission I have a couple of highlights that I want to call your attention to. There's three areas that come out of this report, content management, web assessment and G.I.S. I just had a couple of comments on each of those. Content management, as you all are well aware, we're as close to having 100% of the information we deal with today in electronic form. And the tracking and managing of that information is an extremely difficult task, particularly in an organization of our size. Right now, we're using tools of the '90s to do that. It's not very effective. The city is looking at implementing tools that would help us manage that volume of information, in terms of records retention, naming, the searching, the collaborating of this tremendous A information. In the project right now, we're at the point where we have done an -- tremendous amount of information. In the project right now we're at the point where we have done a tremendous amount of storage, 22% of those are duplicates, same thing being stored by multiple people. To take out the duplicates, you assume each of those business documents cost approximately $50 to create, I think that's a conservative estimate. We're talking about an estimate of about $100 million in that storage pool. In the Web space we're currently conducting an estimate of how the city uses the web. We're looking at the city's use and contrasting that to best practices in the industry. The hope is it would give us a work program, how to improve our use of the web, an important part of that assessment is learning how we can better use newer tools like collaboration tools, social networking sites, how we can use those in the City's business. Finally in the area of G.I.S., the biggest part of the effort here is moving the city from an approach to G.I.S. that's project specific to one that is citywide. And the biggest part of that project right now is the standardization and consolidation of our address database that can be shared by all the departments. All these projects are important, they're all enterprise wide projects. We're going

through a budget process, things are a little uncertain. I would venture to guess, progress on these projects is going to slow down not speed up over the course of the next few months. That is my presentation, I'd be happy to answer any questions you've got.
>> Councilmember Nguyen: Committee members?
>> Councilmember Oliverio: Thank you as always. On the -- that large number of documents, how much is that like a Terabyte of space?
>> It is approximately a Tera byte of space and growing at an astounding space.
>> Councilmember Oliverio: And each year is more than the year before?
>> We're dealing with web content we're trying to manage so it's a massive amount of information.
>> Councilmember Oliverio: When you are talking about creating a document of $50, are you talking about the time of someone to post it and repost it?
>> I think this is a conservative estimate. A memo between one person or an e-mail between one person and another, it's considerably short person we just use an hour to give you an order of magnitude.
>> Councilmember Oliverio: That's fair. On the Website, you have the ability to see what is the things that people click on for example and what they don't click on?
>> Yes.
>> Councilmember Oliverio: And do you picture where it's a total revamp of changing the whole thing or is it just slight tweaking in your grand scheme?
>> I think it is going to be incremental over time. We can't change the whole site at once, but look how we deliver to citizens, 24-7 basis is the key.
>> Councilmember Oliverio: What do you think on a budgetary level, the gap to do what you need to do, what do you think the gap is that you need?
>> I don't know that I have a close estimate on that now. I would say on the content management area we're looking two to $3 million citywide.
>> Councilmember Oliverio: And for the Website, too, through a number, gentlemen.
>> I'm not really sure on the content.
>> Councilmember Oliverio: Certainly several million dollars?
>> That would be fair.
>> Councilmember Oliverio: Okay, question on the content management, the pilot, we did one was Microsoft share point, which was a traditional client server and the other on the SAS model. Are we still working on the SAS one?
>> I think on the last report we reported back that the SAS model, hasn't been working and we haven't been actively engaged in making that one work. We are working on alternatives.
>> Councilmember Oliverio: Fair enough. And on the prior conversation I asked to get maybe some more specific details, if we could follow up offline what those were, I still never saw what it looked like so I'm just curious so thank you very much.
>> Councilmember Constant: I was expecting a lot more than a terabyte. I have more than that in photos at home. With our police department records management we have the possibility of federal funds. Is there anything in any of these categories of the federal funding that could be used for this type purpose that we're aware ever?
>> By way of stimulus funds?
>> Councilmember Constant: Yes.
>> I'd refer to Steve because we've been working with each department to identify what funding opportunities are available. And so have you --
>> We've taken a look at the categories in the stimulus package and I've conferred with my colleagues around the country. The big push in the stimulus money is broadband and it's primarily focused at rural areas. There is an urban area broadband component which we did submit an item to acquire those funds, but I didn't see any opportunities for business application type projects.
>> Councilmember Constant: Okay. And then, if you had to rang these three projects, would it be contact management is the highest priority, G.I.S. second, and web third, or is it in the order in the report which is more enterprise, content management, Web, G.I.S?
>> I would rank content management as the most urgent need. The Web and G.I.S. are parallel, second.
>> Councilmember Constant: That's all I had.
>> Councilmember Oliverio: Actually one more. On the content management, if you could put in what you wanted to put in, money was no object, in the end the backbone of how the Website is designed, would it be able to match?

>> A major tool set that's delivered with content management systems includes content management for Websites. So we would be able to leverage that content tool, apply it to our Website project.
>> Councilmember Oliverio: All right.
>> Councilmember Nguyen: Thank you very much. Can I get a motion to accept the report?
>> Councilmember Oliverio: Motion to accept the report.
>> Councilmember Constant: Second.
>> Councilmember Nguyen: We have a motion to accept the report, all those in favor, opposed, are there any members of the audience who wish to speak on this item? Seeing none, motion carries, thank you so much. We'll move down to 3.4, 2007-2008 final report on fire department vacancy and impact on overtime.
>> Darryl Von Raesfeld: Thank you. I'll first ask if you have any questions. And then go over the PowerPoint.
>> Councilmember Nguyen: Can you go over the PowerPoint.
>> Darryl Von Raesfeld: One of the things we found when we went over the project for the fifth year in a row, this report is done as a look back, quite a bit of look back. We are looking for can reports from 07-'08, and already here we have impacts that change. This will be done in the August-September time frame to the committee so it will be right after the end of the fiscal year that we complete. And if you want to go to the next slide there, thanks. So that is one of the recommendations in the report that we'd like to see, because we believe it will provide us a lot more accurate observation to make quicker changes than we have. The overall report, vacant 15% for '07-'08, a .3% increase from the previous year before. The average vacancy rate though was 1.6% and going back to '05-'06 we had a 3.6% vacancy rate. Part of that change is due to the fact that starting in the '06 era we were hiring to the point that we needed to hire. We weren't keeping any vacancies anymore in our staff. So the budget office, in cooperation with the budget office and fire as we looked at our data we were able to hire academies just prior when people would retire and we kept the vacancies down quite a bit so that 2% drop was pretty significant for us. Also, on this slide here they show the lowest absence rates, one of the statistics that we're doing is we look at each rank and find out the lowest absence rate, that's okay, stay there -- as we look at this lowest vacancy rate, battalion chiefs, 177 hours lowest vacancy rate, occurred in April. There is kind of an anomaly, only five persons in that rank. One person being on disability or vacation can make a big difference. The other rank, captain firefighter, pay period number, just a little bit to the -- now you should change it again. Go back. On this chart here just to the very right of the top chart, you see where the lowest downturn was for the vacancy rate was 177 hours. That occurred in the month of April. When you look at the table below that for captains and the next two slides here, that will show engineers and firefighters of which there are quite a few more people in the rank, it averages out to where the January-February are the lowest time frames for people not taking vacation and more people there. So as we've done this report for the fifth year we're seeing that it doesn't work well for the smaller pool but it does work well for the other ranks we have here. On the next slide, kind of gives you an idea of going back to the period of -- I can't read it on my chart here, there we go. '03-'04 to our current time, can you see that there has been a little bit of reduction as we get into the 06-07, 07-08 time frame, that's due to the fact that we have been hiring and using overtime to fill those vacancies. Red is battalion chief, stays very consistent, the captain's rank has consistently gone down, the fire engineer rank fluctuates a little bit. And that is sometimes due to people on disability, and there are other engineers than ranks in our department then the firefighter rank has decreased because we're hiring more firefighters, that's the rank we'd like to have extras, so they could hire classified position rather than calling back the retirees of the department. The '05 time frame we are taking a time off and our hiring program has been successful for us. In the report itself and I think on the next slide that you have here will show the retirement eligibility for the fire department. In January of '09 this year we had 48 people eligible to retire. This is looking at people with age 50 and 25 years of service in the department. In January of 10 you have 23 more people that come into that realm of 25 years and 50 years of age to retire. One of the interesting statistics as we looked at that this data was with the newer retirement formula and stuff, we saw people go out a little bit earlier than they had before. In the department there are only four people that are working that have more than 30 years in the department, myself being one, Doug Stewart is getting ready to retire, and two other people in July. We do believe these statistics of 48 and 23 are pretty realistic of what we can expect for retirements, in the coming July we expect a rash of retirements and probably next January another group of retirements. There are a total of 71 in there that are eligible to retire. I would expect way more than half of those would probably retire within that time frame. One of the -- and the last one here just shows the

baseline for relief staffing. As you look through all the numbers here the big numbers are on the right side of the screen. Where you look at battalion chief it shows we might be one over in battalion chief for relief vacancies and captains we're over by 3.85 potion and engineers we're actually short 11 positions to fill the engineer ranks and in firefighters we're 11 over. So the firefighters and engineers kind of work out. Another example of this report as we do it kind of retrospectively, that number would be 1.85 at this time, as of what we lost. We have three battalion chiefs of a kind, if we take it one away that leaves us one to cover every shift, overtime would go up way higher with the battalion chiefs. That is the anomaly with the battalion chiefs that we will address as we go further with this. And I think that pretty much covers the report. And I'll be glad to answer any questions you might have.
>> Councilmember Nguyen: Thank you very much, chief. Are there any questions from committee members? Councilmember Constant.
>> Councilmember Constant: First, a comment then a couple questions. I think in the future, what would benefit us is if we had dollar amounts to match these up. Because ten hours in one rank is not equal to ten hours in another rank.
>> Darryl Von Raesfeld: It would be twice the amount in one rank.
>> Councilmember Constant: And that is something that would be beneficial. And even, you know, I don't want to do a lot of work, by going and trying to redo this by dollars. But in future reports I'd like to see grand total dollars of what this 11,000 hours of a battalion chief costs us. Mainly in the meantime so you don't have to redo any of this work, is just a short e-mail to us saying what each of these potion cost on an annual basis and then we can do the math ourselves if we want to do it.
>> Darryl Von Raesfeld: We can do that.
>> Councilmember Constant: And then one of the things that popped out for me here is the fact that fire engineers have such a higher rate of disability than the other classifications as a percentage of staffing. Fire engineers if we look at chart 1 which is on page 3, where their employment numbers are fairly close to of that a firefighter, we're talking -- you know, 60% increase in the amount of disability. Is there something that leads to that?
>> Well, they are usually the more Sr. employees in the department. A -- senior employees in the department. A lot of people stop their employment at a certain position. Just before the report closed there were retirements, that might have had some impact on it. We can actually go back and compare that number to previous years where we didn't have the retirement.
>> Councilmember Constant: I think from a risk management perspective, we should be looking at that. Because that number to me just stood out. Hopefully it is an anomaly. But if it's something consistent that we see firefighter or fire engineers being injured and disabled at a higher rate than other classifications, I think we owe it to them to look into why and what we might be able to do.
>> Darryl Von Raesfeld: We will do that.
>> Councilmember Constant: And then I also notice you're more likely to get jury duty if you're a firefighter. I'm not sure what causes that. I think that's it. Thanks.
>> One other thing in the report here that is pointed out is that the rate of having a relief person over minimum staffing fluctuates anywhere from 1 to 17% depending on the rank, because of the cost of the individual and the cost of those benefits. And that may change with the new retirement that was put in effect July 1st, we're recalculating that out, too. It stills seems to be, it was cheaper during this time to have the people hired rather than pay the overtime. It's pretty much going done a wash I think when we're done with that.
>> Councilmember Constant: That leads me to another question. I know we've done that analysis of overtime versus additional staffing. But have we looked at those injury reports as we received them and see how many of those occurred on overtime versus those that occur on regular time? Because I think that that would be something that I would just like to see, if as we try to, quote, save money by not hiring as many people, and people are working more hours on average, if that increases their likelihood of getting hurt. And I think that would be something that a sample of a period of time would be able to tell. Even if it's not going backwards, but going forward, I think that could be telling to us. Because if we find out that you're two times more likely to get hurt if you're on overtime, than you are on regular time, or there could be no correlation whatever, because you get hurt no matter what situation you're in.
>> Darryl Von Raesfeld: Or looking at the number of hours that each individual worked each year. If you get hurt on overtime, then you get hurt on regular shift, I'll check with the staff on new RMS system, getting the total number of hours everyone worked all year, 2900 hours they're scheduled to work, if they work 3800 hours are they more likely to get hurt than if they just worked the 2900 hours.

>> Councilmember Constant: I think that's something from our health and welfare that we owe it to them to do, but from a risk management perspective we need to look at that, as well.
>> Darryl Von Raesfeld: Thank you.
>> Councilmember Nguyen: Councilmember Oliverio.
>> Councilmember Oliverio: Thank you, chair. Thank you very much, as always. With the more fire academies happening, and this is a popular position, thousands of people apply to be a firefighter in San José, and we currently have 23% of our firefighters living in the city, and 37% living in the county, meaning everyone else lives further away. It's always concerned me and I've expressed these concerns to the committee, of not having a requirement of a minimum response time, if you oar new firefighter. Granted, if you're here you're already working. That's fine. But I want to know between you fire chief and the city management and I know this involves the city attorney's office. But where are we on making it a requirement that you have to -- thousands of people applying and they're qualified -- what is it that's going to make it, what action needs to happen to make this happen, between management and the fire chief?
>> Darryl Von Raesfeld: I'll engage with conversation between management and the city attorney's office. We do have contract negotiations coming up, it's a good time to put that on the table and see where we'll go. I know it's been entertained in past negotiations, but it's always one of the first things to drop off. I'll see what actions we need to do in order to put that in place.
>> Councilmember Oliverio: Again this is not affecting current employees but future employees who have not been hired yet.
>> I would like to talk to the office of employee relations, we can get back in a memo, when the item reports out to the council. I'm not --
>> Councilmember Oliverio: An information memo would be great. Cross-reference.
>> Darryl Von Raesfeld: I know there's been work on this in the past. We just haven't looked at it in the past year and a half or two years.
>> Councilmember Oliverio: The reason I'm getting to this, when there's an element of disaster in San José it's nice to have your team local, if there's someone else in another community doesn't help us very much as I'm looking at office of emergency services. Thank you chief.
>> Darryl Von Raesfeld: Couldn't agree with you more.
>> Councilmember Constant: Following up on that Pierluigi, when you have a lot of people living out of town, generally people who work overtime are people who live closer. That impacts their commute. Depending on the information I see, depending on how I ask, it may spread out the overtime. Because we all know when we see those payroll numbers, a small amount of people work a large amount of overtime. Which puts more stressors on, versus a small amount of overtime.
>> Councilmember Oliverio: Motion to accept the report.
>> Councilmember Constant: Second.
>> Councilmember Nguyen: We have a motion -- are there any members of the audience who wish to speak? We have a motion to accept the report. All in favor, opposed, that puss. Item 3.5. Status report on heart safe city initiatives.
>> Darryl Von Raesfeld: That is also the fire department, chief Von Raesfeld. I've been able to have captain Chavez work on this pretty much full time. He is in the process of having an RFP ready to go out. I'll have him cover some of the successes we've had in the past few months.
>> Hello. One of the big successes we had was getting assigned to the position full time, to manage the heart safe city program. I also want to recognize Jack Grogan in the audience, who has been very helpful in developing our program. He's on the national board of directors for that organization. We were successful in getting a grant from the health trust. It was seed money to show what the city would do, the fire department would do with seed money for the public education component of the heart safe city program. With the $25,000 grant what we've been doing is, met with the City Manager's office, the school collaborative group, to identify a school district in the area so we can assist/train them in a CPR first aid, AD. We identified three different neighborhood associations, Lynhaven group, Willow Glen's group, and then there's another one in district 8's group and they've actually contacted us when they saw the different reports. And another way that the word got out was through the Mercury News article a few weeks ago which was really positive and we got a lot of inquiries from the different neighborhood groups for that also. And we're going to identify seventh or ninth graders in the school district to teach them CPR first aid to get them early and identify a school district to do that with. Working with the City Manager's office on that. So the public education part of it, is that we're moving forward on that because we've got

the grant money already. And we have to show what we can do with that kind of money. Because the next year we'll be able to get a lot more from us, they love the idea of having the community trained in first aid, CPR, AED, that's their mission for the health trust is healthy communities. The other part of the project is the AED deployment and with that we're working on the RFP to get a public-private partnership. And we are really close to posting that RFP now. Hopeful within the next week or so. We've been working hard with the City Manager's office, the office of economic opportunity and the City Attorney on that.
>> Councilmember Nguyen: Thank you. Any questions? Councilmember Constant.
>> Councilmember Constant: On the school training of the seventh and ninth graders, I think that's a great idea. How much does that cost in actual dollars? If I said, captain, I want to teach 40 kids this, is that something you can put a price tag on?
>> Yes.
>> Councilmember Constant: Okay. I'd ole love to know that because one of the things I've been doing in my district is taking my HP grant money and reserving two-thirds of it just for educational purposes. We've come up with programs for elementary school students and we're looking at something to do in the middle schools and this is an excellent way, to make sure all of our middle schools do regardless of whether you get chosen by your -- don't choose us, we can do it in our own.
>> Put it in another district.
>> Councilmember Constant: I definitely see the benefits of going out and doing what we're doing with the grant money right now. My only suggestion would be when we get more money next year, I'm confident we will based on the quality of the program that we look at taking the educational aspect first to train the trainers, so that we can leverage what we're doing, versus the training the user. Because if we could train one teacher or administrator in every school in the city that could be responsible for training their students at that school, the leverage that we would get of 80 or 100 to one would multiply our impact on the community immensely.
>> Exactly.
>> Councilmember Constant: I'd like to see this. This would give you the base of training, now we can do this to leverage that.
>> Correct.
>> Councilmember Nguyen: Anyone else?
>> It's a $23 per kit times 40. They retail for 35 through the American heart association, through the partnership that we have with the American heart association they are giving to the City of San José for $24.
>> Councilmember Constant: What about the cost of having a person do it, because you have to have the trainer, right?
>> We can train the trainer. And then it's the idea of you go back and train your family and friends with that kit. Jack Grogan and myself and another trained 70 teachers and who in fact trained students. We can help them get the kits. What we're doing in Glen haven and Willow Glen, we are training the trainers.
>> Darryl Von Raesfeld: The CPR in a box, there's a DVD, then you can take that box home with the DVD and the little flat thing we had here and you can train your family with CPR so you get far more advantage out of it.
>> Like he was saying, the multiplier was huge.
>> Councilmember Constant: So if some of us wanted to become trainers, we would say, train us?
>> Yes.
>> Councilmember Constant: Sign me up. I'm CPR, advanced first aid certified, but I'm not certified to train the trainers.
>> Councilmember Oliverio: Since I'm with Councilmember Constant, sign me up too.
>> Councilmember Constant: That was harsh. If he codes out, I'm not going to help him.
>> Councilmember Nguyen: Let's move on. Do we have anyone in the audience that wishes to speak to the motion item?
>> Councilmember Constant: Motion.
>> Councilmember Oliverio: Second.
>> Councilmember Nguyen: All those in favor, opposed, that passes, 3.6, second quarter reports on performance measures for October to December for police and fire. Welcome.
>> Good afternoon, Madam Chair and members of the committee. Dave Cavallero, deputy chief, office of administration, San José police department. You have the report in front of you. I understand from the last

committee some of the members had a question about the higher Ed program in the police department. I would certainly be happy to answer those questions, I've also brought our chief financial officer as well as our crime prevention community service Representative, regarding the youth programs and how many folks we serviced in that arena. And obviously, chief Von Raesfeld and Kim Shunk are here.
>> Darryl Von Raesfeld: Obviously our CAD system had an upgrade and stopped interfacing with our RMS. We are collecting that data and we'll have it in the next report and we'll give you the resources on the line, telling you the responses are still going okay and no significant things. But part of this does come into concert with our EMS contract, we've got to get that data to make sure we're valid with our EMS contract. The data is now being sorted out.
>> And for emergency services for the period of this report which is October-November-December, just a few highlights. We did open up warming centers in response to extreme cold weather just before the holidays, they were open for seven days which was a longer than average run. It was the same multidepartmental team that opens our cooling centers in the summertime. Two-hour San José prepared class is continuing to enjoy a great deal of success. During October through December we trained 335 residents, three of the 21 classes were in Spanish. We also reached out to the deaf community, and through sign language interpreters, trained DCARA. And we had a success right at the end of December where we gave our first class in Chinese. Also, in December, we conducted the earthquake course through the California specialized training institute, more than 45 city employees attended in addition to other members from around the area. Red Cross for national security. As an upcoming note next Tuesday the county emergency managers are sponsoring a symposium, together we do better, at Moffitt field all day. And at that symposium Steve wing who is our ADA coordinator for the Public Works department and San José OES, soon to be published disaster plan for special needs populations. And that concludes my report.
>> Councilmember Nguyen: Thank you. There are any questions from committee members?
>> Councilmember Constant: Couple of comments. First, chief, thanks. The question on the hire-ahead was just whether it was still happening. Glad to see it still is. And then Kim, on the disaster preparedness for people with disabilities, I just wanted to remind you of our disability awareness day in October and make sure you're there in force. And last year, we did do some training in conjunction with cadre, my understanding is they won't be participating this year, so we need to talk about how we can address that more fully during that day, because it's a day where we have a lot of people concentrated here, and I think it provides good leverage from one group to the other.
>> Certainly, Councilmember Constant. In fact your office mentioned that to me last Saturday and I've already initiated the conversation with the county emergency managers.
>> Councilmember Constant: I was actually checking to see if they did what I asked them. Thanks for covering for them.
>> In fact, we're hopeful that cadre as a consortium of nonprofits continues to exist. We're looking to see how we can accomplish that.
>> Councilmember Constant: Thank you to all three of your departments for your work in my district, even though I wasn't there, I got good reports.
>> Councilmember Nguyen: Do we have anyone in the audience who wishes to speak on this item? Motion?
>> Councilmember Oliverio: Motion to accept the report.
>> Councilmember Constant: Second.
>> Councilmember Nguyen: We have a motion to accept the report. All those in favor, opposed, motion carries. We'll move down to open forum. Anyone in the audience that wishes to speak on any item that's not on the agenda today? Okay, meeting's adjourned, thank you very much.