

**MINUTES
CITY OF UNION CITY
CITY COUNCIL
SPECIAL MEETING AND WORK SESSION**

**TUESDAY, JANUARY 29, 2008
7:00 PM**

**Ruggieri Senior Center
33997 Alvarado-Niles Road
Union City CA**

I. CALL TO ORDER

Mayor Green called the meeting to order at 7:05 p.m.

1.a Pledge of Allegiance

1.b Roll Call

Present: Councilmembers Dutra-Vernaci, Navarro and Valle, Vice Mayor Fernandez, Mayor Green

Absent: None

Mayor Green provided welcoming and introductory remarks.

II. ORAL COMMUNICATIONS - None

III. WORK SESSION: DISCUSSION ON YOUTH VIOLENCE ISSUES

City Manager Cheeves expressed his appreciation for the number of community members present, and introduced Deputy City Manager Acosta.

A. City Staff Report

Deputy City Manager Acosta presented a report written in conjunction with a report from the Youth Violence Prevention Coalition on

- the extent and seriousness of youth violence in Union City,
- initiating a constructive conversation about what can and should be done to reduce youth violence and improve youth services in the City, and

- developing a clear and straightforward Action Plan to do something about the escalating levels of violence and fear that are adversely impacting the City of Union City and, especially, its young people.

Presentation slides included:

SUMMARY

- Youth violence seems to be escalating in frequency and severity in Union City
- Violence is perceived by many youth as pervasive influence in their lives
- Many adults and youth are afraid to go to school and walk around their neighborhoods
- Community is concerned that the City and School District address these issues and concerns
- COR-sponsored Youth Violence Prevention Coalition formed to research issues and develop recommendations for Council (and School Board) consideration
- Tonight City Staff and the YVPC will present reports with options and recommendations for further action
- Resources will be a critical factor in addressing many recommendations, but other steps can be taken that require low levels of new financial resources

BACKGROUND

- August 2007, YVPC forms and begins to meet and develop recommendations
- Survey conducted of 580 youth by YVPC and additional youth feedback obtained by NHUSD (Logan)
- Over 70% of youth surveyed state that violence is a pervasive influence in their lives
- Research conducted of two successful youth violence reduction programs in Boston (“Ceasefire”) and San Jose (“BEST”)
- Both programs feature
 - Effective coalitions of agencies and service providers
 - Reliance on established protocols and procedures
 - Use of data-driven resource allocation (targeted deployment)
 - Locally funded, with Federal and State grant support where possible
- YVPC prepared 5 recommendations for a youth Violence Prevention Strategy
 - (1) Reorganize and expand the Intervention Services Unit (ISU) of the UCPD
 - (2) Create two centralized Youth & Family Services Centers
 - (3) Create Street outreach and Community Support Teams

- (4) Increase access to free youth activities, violence prevention programs, job placement programs, VOICES (suspension diversion) at Logan, etc.
- (5) Expand Small Learning Communities programs at Logan (NHUSD)
- Not all aspects of the YVPC report reflect total consensus among its members, e.g.
 - Relocation of ISU out of UCPD is not supported by City Staff for a variety of reasons
 - Further research required to develop more specific program recommendations, including cost estimates
 - Funding sources need to be identified
- General consensus does exist on many points
 - Expanding ISU programs and services (cost)
 - Exploring case management approach (cost)
 - Community workshops for Diversity, Conflict Resolution and Sensitivity Training (cost)
 - Street Outreach teams (training & cost)
 - Community Outreach Team (cost)
 - Operation Night Out (cost)
 - Job placement program for youth (cost)
 - Free/low cost youth programs (cost)
 - Small Learning Community expansions\ at Logan (cost)

DISCUSSION

- Organizational Issues
 - #1 Form an Effective Service Partnership
 - Agencies (State, County, City, Schools), service providers (youth, family, health, intervention), faith-based organizations, community organizations, other youth organizations
 - Recommendation:*
Endorse creation of Union City Youth Services Consortium; report back in 90 days (including costs)
 - #2 Establish Clear Protocols and Procedures, Including Rapid Response Model
 - To be done by UCYSC
 - Spells out what to do, how to do it, who does it, and when it gets done
 - Include rapid response protocol
 - 100% member buy-in required to be effective
 - Recommendation:*
Direct UCYSC to prepare operating protocols; report back in 60 days (after formation)
 - #3 Adopt Data-Driven Problem Solving Approach

- Depends upon UCPD and other public safety agencies for data
- Based on observations about small number of active organizations and youth actually active in violence at any given time
- Targeted resource deployment, only where needed
- Suppression accompanied by support services

Recommendation:

The UCYSC should adopt a data-driven approach to problem solving

#4 Evaluate Existing Service Delivery Programs (ISU)

- ISU does a lot more than provide intervention services
 - Senior Assistance Volunteer programs
 - Chaplaincy Program
 - General Volunteer Program
 - UCPD Liaison to social welfare agencies
 - Internal UCPD training
- Replacing these functions would cost \$50,000/yr
- County (Primary ISE funder) is pleased with program the way it is and not in favor of relocating it
- Coordination between suppression and intervention degrades with transfer

- Financial Resource Issues

- Potential Funding Sources

- 2008 Public Safety Parcel Tax
 - Rate increase of 18% (\$11-\$17/yr for most homeowners) required to generate \$500,000 per year
 - GF Capital Reserve/RDA Funding Swap (San Jose model)
 - Would constrain location and type of projects the CIP Reserve could fund
 - Leisure Enterprise Fund
 - Only \$400,000 balance (one time money); over \$500,000 annual demand (low income youth only)
 - Could transfer \$50,000 to SOK fund for free youth programs
 - Federal/State/Private Grants
 - Availability
 - One-time money

Recommendation: Direct HRC to evaluate potential fiscal resources for program implementation and report back to Council within 90 days.

- Community Participation Issues
 - #1 WE MUST ALL GET INVOLVED
 - Government cannot do everything
 - Root causes of violence often arise from family, social and economic forces
 - “It takes a village to raise a child”

Recommendation: Direct the HRC to prepare recommendations of specific ways in which community residents, businesses, public employees, and other concerned parties can become part of the youth violence reduction solution, reporting back to the Council in 90 days.

#2 HOW TO GET INVOLVED

- Tutoring a child (1-3 hours per week)
- School campus visitation program (1-2 hours per week)
- Mentoring a child (1-3 hours a week over a long term)
- Volunteer at local community center, teen center, or church
- Participate in a Youth Outreach Program (requires training, carries some risk)
- Contribute financially to youth agencies and programs
- Support local funding initiatives to increase resources

Recommendation: Direct the HRC to prepare recommendations of specific ways in which community residents, businesses, public employees, and other concerned parties can become part of the youth violence reduction solution, reporting back to the Council in 90 days.

FISCAL IMPACT

- Potentially significant impact to General Fund and/or RDA, depending upon extent of program expansion

RECOMMENDATIONS

- Consider recommendations in this and the YVPC reports
- Direct staff to proceed as Council deems fit regarding Consortium creation
- Consider referring other issues to HRC for further investigation and recommendations back to Council
- Set follow-up work Session for April 29, 2008 (90 days)

B. Youth Violence Prevention Coalition (YVPC) Report

The following YVPC committee members presented information to Councilmembers:

Karen Yifru
Chris Cara
Phillip Kiboneka
Sheri Costa
Heather Arnold

Mary Schlarb
Candace Yifru
Shealsey Pearson
Reverend Jerome Brown
Andrea Marta

Presentation slides included:

HISTORY OF THE COALITION

- 7 Months ago a graduate of James Logan high gunned down
- Youth Violence Coalition began in August 2007
- Coalition formed to address the violence plaguing our City of Union City
Since the formation of the coalition, 3 additional youths shot
- Coalition of over 600 participate in the planning process

SURVEY

- Where did we go?
 - James Logan High School students and teachers
 - Our Lady of the Rosary festival
 - Filipinos for Affirmative Action _PYC
 - Police Officers
 - City Staff
 - School District Staff
 - Social Services Providers
 - Youth in Crisis
- Results
 - Survey Age/Gender Distribution
 - A total of 580 individuals were surveyed
 - 84% of those surveyed were under 21 years old
 - 50% were male, 50% were female
 - Population of those surveyed
 - Providers include Health Care Providers and Social Service Providers
 - City/School categories include teachers, law enforcement and public works employees
 - Ethnicity
 - African American/Black: 8%
 - Asian/Pacific Islander: 44%
 - Bi-racial/mixed race: 8%
 - Caucasian: 4%
 - Hispanic/Latino: 22%
 - Other: 13%
 - Affected by Violence
 - Personally: 70%
 - Friend/Acquaintance: 21%
 - Family Member: 9%

- Comparison between those under 21 and those over 21
 - Percentage of youth under 21 personally affected by violence is 73%
- Causes of Violence
 - Few free youth activities: 13%
 - Lack of parental guidance: 10%
 - Jealousy/Hate: 7%
 - Gangs and racial tension: 48%
 - Drugs: 6%
 - Other causes: 16%
- Resources to Help
 - Child/Parent education: 30%
 - After school programs: 17%
 - Youth Group/Activity: 12%
 - Counseling: 26%
 - Free Rec/Sports activities: 9%
 - Mentoring programs: 6%
- Conclusion from Survey
 - Youth feel unprotected
 - Those under 21 are more affected personally by violence
 - Children join gangs starting at 13
 - Violence is starting at a younger age
 - We need to reach children in elementary school
 - Resources should [include] counseling, free after school programs and child/parent information on gangs
- After the survey
 - Site visit to San Jose's BEST Program
 - Site visit to Oakland/Boston Ceasefire Program
 - Research on other local and national community based programs
 - Conducted a needs assessment to identify existing and needed resources
 - Community meetings and discussions
- This is what we found...
 - Current Existing Services
 - Union City Leisure Services Program
 - Union City Police Department Intervention Services
 - Tiburcio Vasquez Health Clinic (School Site Work)
 - Filipinos for Affirmative Action (youth prevention programming)
 - Centro de Servicios
 - Diaz Counseling Services
 - Bridges Intervention Services
 - City/NHUSD After School Programs (Club UNE)
- Key Findings
 - Services need to:

- Be free
- Be accessible
- Go into the community vs. the community coming to the services
- Personalization of services
 - Case Management
 - Services tailored to the needs of the individual family
- Additional and increased services needed in the areas of:
 - Prevention/intervention
 - Crisis support
 - Job training/placement
 - Diversion
 - Community education
- Community Centers need to change hours and be more accessible to youth

OUR INTENT

- What Youth Need to Succeed
 - Connections with and support from adults
 - Boundaries and expectations
 - Constructive use of time
 - Empowerment
 - Educational commitment
 - Social competence
 - Values
 - Positive identity

According to the Boston CeaseFire Model: “If we establish these core assets in our youth, we expect to face fewer incidents of youth and gang violence, decrease the number of youths that want to join gangs, and increase school attendance and success.”

- How Do We Get There?
-

Recommendations:

#1 Reorganization of Intervention Services

- What we want to achieve:
 - Increase community access to current services
 - Development of additional services
 - “One Stop Shop” – Based on San Jose BEST

Increase Community Access:

- Relocate Intervention Services to Leisure Services and rename to Youth and Family Services
 - More accessible for hard to reach youth
 - More accessible for grief counseling

- School referrals
- Renaming focuses on true services being offered

Increase Community Access

- Maintain current level of services
 - Provide counseling to the community
 - Teen Counseling
 - Family Counseling
 - Collaboration with both NHUSD and UCPD
 - Response team for crisis situations
 - Liaison between law enforcement and families
 - Support for families and individuals
 - On call services
 - Partnership to provide the Parent Project
- Include different languages
 - Increases accessibility
 - Spanish is the primary language currently needed

Development of additional services

- Case Management
 - Enhances services
 - Creates link between Youth and Family Services and Community Based Organizations
- Peer to Peer Counseling
 - Trained Youth that work with peers
- Family Meetings for youth recently released from detention
 - Within 1 week, meet with family to discuss
 - Probation conditions and responsibilities
 - Explain consequences to violating the conditions
 - Provide information on services available for youth and for the family
 - Assign a Case Manager to assist the family through the process

One Stop Shop

- One Stop Shop – based on San Jose BEST Program
 - Youth and Family Services is comprised of:
 - Counselors
 - Peer to Peer Counselors
 - Outreach Workers
 - Community Response Team
 - Operation Night Light
 - Case Management

- Referrals made from Youth and Family Services to Community Based Organizations
- Collaborative Effort to increase community ties
- Increases access to services; convenient for community

#2 Partnership for a Safe Community

- Street Outreach Program
- Community Response Team
- Operation *Night Light*

Goals of the Street Outreach

- Build relationships with youth where they are most comfortable
- Provide services to youth
- Gathering of information from youth
- Providing options for youth

Creation of Street Outreach

- Under the umbrella of Youth and Family Services
- Comprised of clergy, counselors, youth and community members from focus area
- Does not include members of the criminal justice system
- Team walks the neighborhood talking with youth
- Develops strong connections and relationships with teens
- Communicating with youth on a continual basis will intervene in the cycle of violence

Goals of the Community Response Team

- Immediate support to all families in crisis
- Connect families to their support network (ie, pastor, family)
- Provide services to the family (ie, grief counseling, information)
- Provides an opportunity to create a peace making team

Creation of Community Response Team

- Under the umbrella of Youth and Family Services
- First response when an event happens
- Provides support to victims, families, neighborhood
- Determines service needs of affected families
- Focus is on intervention, not suppression
- Peacemaker Team – mediate situation
- Bi-lingual
- Extensive training for team members, including:
 - Cultural Diversity
 - Sensitivity Training

Goals of Operation *Night Light*

- Helps prevent youth from re-offending
- Holds youth accountable to conditions of probation
- Develops positive relationships between youth and probation
- Helps youth to get off probation
- Focus must remain on compliance, not on detention

Creation of Operation Night Light

- Probation and community partners make event visits to the homes of youths on probation to ensure:
 - Curfew is being met;
 - School attendance;
 - Drug and alcohol compliance;
 - compliance with probation requirements
- Buildings a relationship with probation and youth
- Focus is on compliance and enforcement, no detention

#3 Expansion of Diversion Programs

“Nothing stops a bullet like a job” – Father Gregory Boyle, Homeboy Industries

- Job Training and Placement Program
 - Coordinator
 - Coordination with Union Apprenticeship programs, internships, colleges
 - High School Diploma/GED Program
 - Work Study Program
 - Follow Up and classes on benefits, W-2s, etc.
 - Current Success
- Alternative to Suspension
 - VOICES
 - Program held at school site
 - Works with youth suspended for fighting
 - Reduces suspension time but does not eliminate it
 - Group sessions focus on
 - Conflict resolution
 - Anger Management
 - Family, race and community
 - Creates leadership opportunities
 - Proven Results
 - Reduced suspensions and expulsions
 - Increased school attendance
 - Reduced achievement gap
 - Free Youth Activities
 - Expansion of Free Youth Activities
 - Club Une for middle schools

- Centralized services for youth
- Transportation vouchers provided
- Youth Created and designed
 - Creates ownership and interest
 - Leadership development
 - Self-sustainable
 - Youth will re-evaluate programs

#4 Expansion of Small Learning Communities

- Small Learning Communities
 - Need to ensure that every student is well known by at least one adult on campus
 - The process has begun at Logan High School with the implementation of small learning communities or families for all 9th graders
 - District to expedite this process
 - Allocation of funding
 - Exploring creative funding sources such as the Federal Small Learning Communities Grant
 - Implement advisories in ninth and tenth grades
 - Implementation of the principles and practices of small learning communities
 - Conley-Caraballo High School
 - All middle schools

#5 Creation of Youth and Family Services Centers

- Centralized Youth and Family Services
 - Fire House on 10th Street
 - Former Cabello School
 - Barnard-White Middle School
- Home base for:
 - Counseling for community
 - Outreach and Crisis Team
 - No cost youth programs
 - Place for youth to gather

Proposed Funding Sources

- Intermodel Station Project Labor Agreement
 - Community Benefits District
- Public Safety Parcel Tax
- Proposition 63 – Mental Health Funds
- Capital Reserve Fund

Community Testimony:

Reverend Brown introduced family members who provided testimonials regarding their lost loved ones:

- Mrs. Cruz (through a translator)
- Jasmine Johnson, the victim of a shooting, and her mother Renee
- Karen Yifru

Reverend Brown expressed various concerns and provided comment.

Mayor Green announced at brief recess at 8:46 p.m.

Mayor Green reconvened the meeting at 8:55 p.m.

The following individuals spoke regarding the issue:

Supervisor Gail Steele (written statement provided)

Barry Lubouiski

Obray Van Buren

Heather Arthur

Nicole Manzana

Paul Morrison

Perdida Johnson

Jerico Abanico

Marvin Aceberos

David Hernandez

Leonard Poole

Ignacio Agundez

Reverend Sally Bystroff

Mr. Muhammad

Rasheed Abdullah

Bilal Abdullah

Ivan Santos

Connie Wun

Maria Ramirez

Saundra Allan

Thelma Orias

Jo Oguendo

Colin McCully

Angel

Celia Brown

J. J. Amaya

Heather's Grandmother

Councilmembers provided comment. Staff will return with recommendations for Council consideration at a future meeting regarding:

- moving forward on Measure K renewal
- involving the HRC as recommended by staff
- sifting through and costing ideas (City and YVPC)
- establishing a subcommittee of Council/NHUSD/Coalition/community members
- considering transferring Intervention Services to the Leisure Services Department

IV. ADJOURNMENT

Mayor Green adjourned the meeting at 10:55 p.m.

Respectfully submitted,

Renee Elliott
City Clerk