

PUBLIC SAFETY OUTCOMES

City of San Antonio, TX



About San Antonio

The City of San Antonio is the Nation's 7th largest city and is home to more than 1.6 million residents. Located in South Central Texas, approximately 140 miles from the Gulf of Mexico, San Antonio offers its residents one of the most attractive and affordable lifestyles in the country. Residents enjoy one of the lowest tax rates in the State as well as a plentiful supply of high-quality housing and low utility rates. The economy of San Antonio is an excellent mix of business services, manufacturing, health care, communications, corporate and regional offices, government, and the convention and tourism industry. San Antonio is also home to one of the largest concentrations of military bases in the United States. One of the nation's fastest growing cities, San Antonio is rich in recreational and cultural opportunities and is home to the 5 time Champion San Antonio Spurs.

City Government

San Antonio has a Council-Manager form of government with an eleven-member City Council. Councilmembers are elected by District, while the Mayor is elected at-large. The term of office for the Mayor and all members of the City are two-year terms, for not more than four (4) full terms of office. The City Council appoints the City Manager, who appoints all officials in executive positions with the exception of the City Clerk, City Internal Auditor, Presiding Judge, and Municipal Judges.

The City of San Antonio has been recognized for its high level of professional management and model practices by the International City/County Management Association (ICMA), and National Civic League, amongst others. For ten consecutive years, the City has maintained a AAA bond rating. The Fiscal Year 2023 adopted operating budget is \$3.4 billion with close to 13,000 employees across approximately 40 departments. The City has made a commitment to advancing diversity, equity and inclusion, primarily through the formation of a citywide Office of Equity in 2017.

The Position

The Public Safety Outcomes Coordinator is a newly created, executive level position, that is responsible for evaluating how city programs positively impact crime reduction by analyzing delinquency and various social conditions. The PSOC will coordinate assigned activities with Health, Police, other City departments and outside agencies, and provide highly responsible and complex administrative support to the City Manager's Office. This role reports to the Deputy City Manager and will supervise up to four staff members.



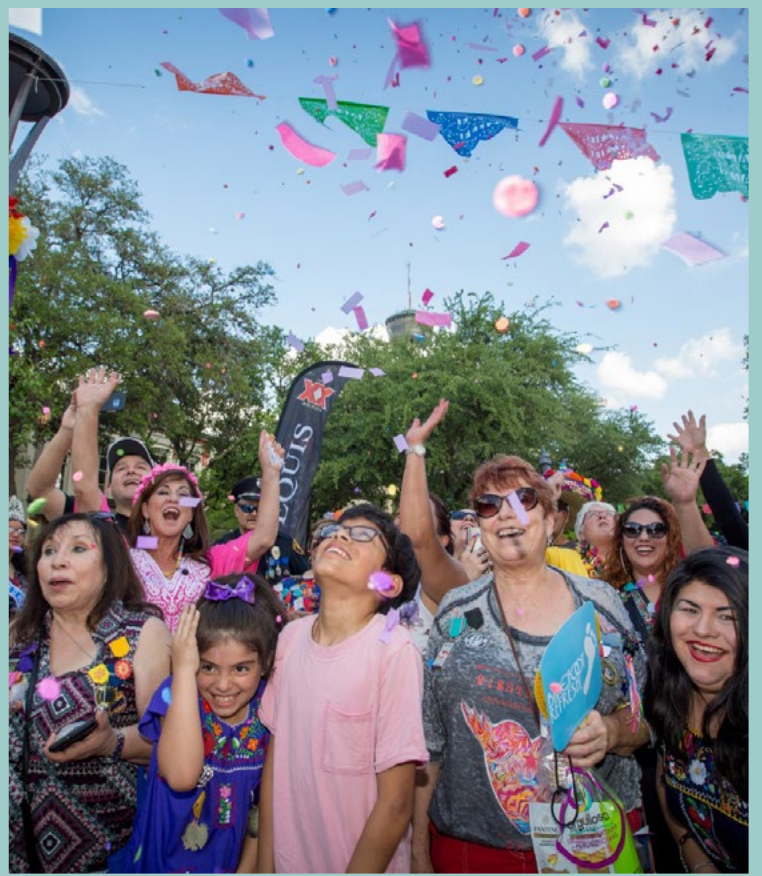
Essential Job Functions

- Evaluates City of San Antonio public safety-related programs and services for implementation and impact on reducing crime utilizing evidence-based practices.
- Supports the San Antonio Police Department and other City Departments in exploring the relationship between crime and the spatial features that influence and encourage criminal activity.
- Reviews City programs for their impact on neighborhood safety.
- Assumes full management responsibility for the implementation, monitoring, and evaluation of the City's Good Neighbor Program.
- Analyzes call data from the 911 emergency, non-emergency and 311 systems to identify patterns and make recommendations with the goal of improving the quality of life of San Antonio residents by reducing fear, preventing crime and promoting safety.
- Supports the San Antonio Police Department in the implementation of Problem-Oriented, Place-Based Policing (POPBP) as part the Violent Crime Reduction Plan.
- Evaluates the re-arrest rates of the San Antonio Police Department, charges filed at magistrate's office, and the final disposition of cases through the criminal justice system with the assistance of subject matter experts.
- Coordinates assigned activities with other departments and outside agencies and organizations; provides support to City Manager's Office; and prepares and presents staff reports and other necessary communications to the City Manager.
- Presents reports and information to the Mayor and Council, partner agencies, and community.

Knowledge, Skills and Abilities

- Knowledge of organizational and management practices as applied to the analysis and evaluation of programs, policies, and operational needs
- Knowledge of data modeling
- Knowledge of advanced principles and practices of municipal budget preparation and administration
- Knowledge of principles of supervision, training, and performance evaluation
- Knowledge of organization, function, and authority of various City departments
- Knowledge of pertinent Federal, State, and local laws, ordinances, statutes, and regulations
- Skill in utilizing a personal computer and rudimentary software
- Ability to analyze and effectively articulate the implications of various crime statistics
- Ability to develop, implement, and administer goals, objectives, and procedures for providing effective and efficient services for the City
- Ability to analyze problems, provide alternatives, identify solutions in support of established goals, project consequences of proposed actions, and implement recommendations
- Ability to identify and respond to community and City Council issues, concerns, and needs
- Ability to research, analyze, and evaluate new service delivery methods, procedures, and techniques
- Ability to provide administrative and professional leadership and direction to subordinate staff
- Ability to prepare and administer a complex departmental budget and allocate limited resources in a cost-effective manner
- Ability to work primarily in office environment but may also perform field work





Education & Experience

Qualified candidates will have a Bachelor's Degree from an accredited college. A Master's Degree or a Juris Doctorate is preferred. They will also have eight (8) years of increasingly responsible professional experience public sector management, including three (3) years of experience in public safety or law enforcement, and (3) years of experience in administrative or supervisory responsibility.

Ideal Candidate

The ideal candidate should bring heavy analytical and data modeling experience as applied to the evaluation of public safety-related programs and services, policies, operational needs, and various crime statistics to help reduce crime and reach the goal of making neighborhoods safer.

The ideal candidate should be community oriented with experience bringing together a wide array of stakeholders including City staff, government officials, community groups, the general public, and media representatives.

The ideal candidate should have strong interpersonal skills, be an effective listener, be responsive to input, and provide timely feedback. Effective communication along with strong collaboration and team building skills will be necessary for this individual to be successful; advanced presentation and written/oral communication skills are imperative.

Salary

The salary range for the position is \$113,858.68 – \$182,173.94. The City of San Antonio is offering a competitive salary commensurate with experience. The City also offers generous benefits and retirement including a car allowance, annual and personal leave, deferred compensation plan, and participation in the Texas Municipal Retirement System (TMRS).

How To Apply

Interested applicants should forward a cover letter and resume to:

resumes@affionpublic.com

Reference: SAPSO

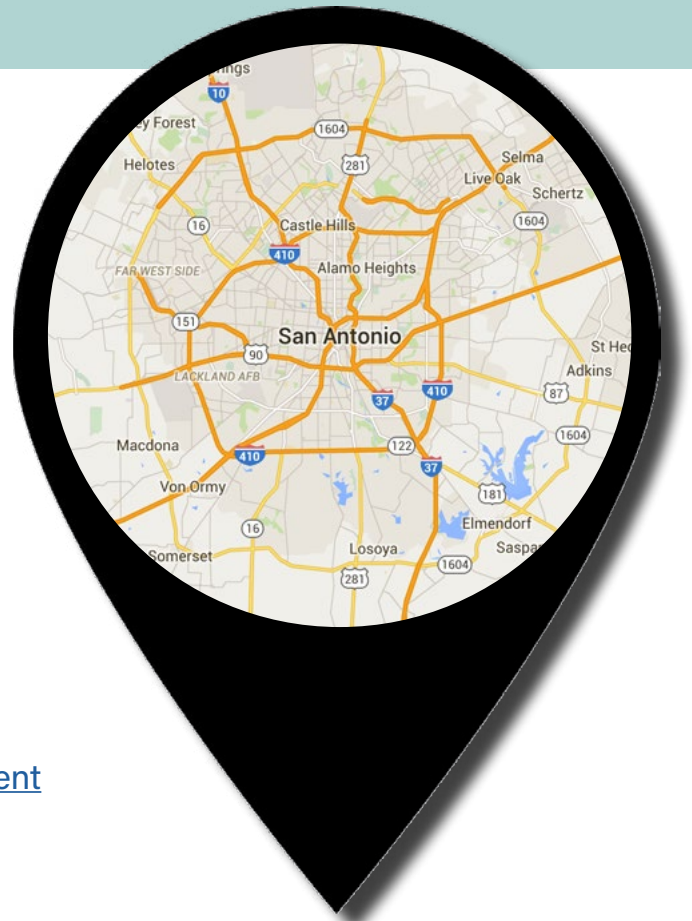
Affion Public
PO Box 794
Hershey, PA 17033
888.321.4922
www.affionpublic.com



 [City of San Antonio - Municipal Government](#)

 [@COSAGOV](#)

 [cosagov](#)



The City of San Antonio is an Equal Employment Opportunity Employer.