

2025-0015



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COSA - CITY CLERK
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COUNCIL CONSIDERATION REQUEST

TO: Debbie Racca-Sittre, City Clerk
FROM: Councilmember Manny Pelaez, District 8 & Councilmember Adriana Rocha Garcia, District 4
COPIES: Erik Walsh, City Manager; Andy Segovia, City Attorney
SUBJECT: Re-employment Assistance for Federal Talent ("RAFT") program
DATE: March 3, 2025

Issue for Proposed Consideration

After coordinating this Council Consideration Request (CCR) with the City Manager, I respectfully request for your support for the inclusion of the following item on the agenda of the earliest available meeting of the Governance Committee:

Requesting consideration of Re-employment Assistance for Federal Talent ("RAFT") program

Brief Background

According to Workforce Solutions Alamo (WSA) data, the total civilian labor force in the San Antonio-New Braunfels MSA is approximately 1.2 million (FRED), meaning federal non-military employees constitute roughly 2.9% of the total workforce. WSA acknowledges that although it is not yet known how many federal employees in San Antonio will be affected by workforce reductions, if a portion of federal non-military employees are impacted, it could have implications for regional employment levels, consumer activity, and business operations.

WSA shares that workforce reductions may have implications beyond direct job losses, affecting multiple aspects of the local economy, including:

- **Consumer Spending:** Federal employees contribute to local economic activity, and reductions in workforce size could impact spending patterns and demand for goods and services.
- **Contracting Industries:** Many private-sector businesses provide services to federal agencies, and workforce reductions could affect these companies depending on their level of dependence on federal contracts.



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- Housing and Real Estate Markets: Federal employment supports homeownership, rental demand, and property tax revenues. Changes in employment levels may influence housing market dynamics.
- Municipal and State Tax Revenues: A decrease in taxable income could have implications for state and local revenue streams, potentially affecting public services and infrastructure investments.

The sweeping cuts to the federal workforce at the hands of the new White House Administration have created sudden instability for many San Antonians and their families who are no longer employed by the federal government. These federal workers are in immediate need of assistance and their vulnerability compounds with each day that passes.

The RAFT program is an important first step in returning stability to these San Antonians.

It's our responsibility to maintain proper municipal staffing levels so that we can continue to provide excellent services to our city. We can do this while also ensuring that federal workers' experience and dedication to public service are not overlooked.

It is critical for the city to step in and provide immediate assistance to help these skilled individuals transition back into the workforce as quickly as possible.

Firstly, filling municipal job vacancies with current federally-grant funded City employees and qualified federal workers not only benefits those individuals but also enhances the city's own workforce. These workers bring valuable expertise, diverse skill sets, and a wealth of experience that can significantly contribute to the efficiency and effectiveness of city services. By facilitating their re-employment, San Antonio can maintain continuity in governance and ensure that critical services are delivered without interruption.

Additionally, the RAFT Program can be designed to streamline the application and onboarding processes for current federally-grant funded positions and future federal laid-off workers, which is particularly important in a challenging job market. By actively recruiting the most qualified federal employees and expediting their entry into municipal roles, the city can mitigate the potential long-term impacts of unemployment on these individuals and their families. Speedy reintegration into the workforce is crucial for minimizing the emotional and financial strains that often accompany job loss.

Furthermore, as shared by WSA, the likelihood of reemployment for displaced workers depends on factors such as industry, tenure, and workforce transition programs, such as the San Antonio Ready to Work. The program's job training and placement services will equip them with the necessary skills to thrive in a changing job landscape, and working together with current RTW



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partners, this proactive approach not only fosters resilience and adaptability among these workers, but also strengthens the local economy by providing businesses with a ready pool of trained professionals.

Finally, the coordination with local nonprofit partners to offer personalized job search assistance, workers' compensation claims submission, rental assistance, and various stabilization services is vital for supporting the most pressing needs of these residents. Many laid-off workers and their families may face difficulties in navigating available resources, and by connecting them with community organizations, the city can ensure that they receive comprehensive support tailored to their unique circumstances.

In conclusion, the RAFT Program is an essential response to the urgent needs of laid-off federal workers in San Antonio. By prioritizing their re-employment, streamlining processes, offering training opportunities, and coordinating support services, City Hall can significantly improve the lives of its residents while enhancing the overall workforce and economy. Through this initiative, San Antonio can demonstrate its commitment to the well-being and stability of its community during challenging times.

Request

We propose the establishment of the Re-employment Assistance for Federal Talent ("RAFT") program that would:

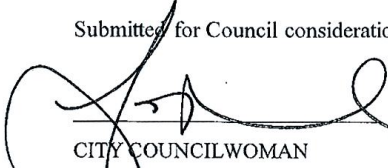
1. Consider filling new COSA job vacancies with COSA employees whose positions are federally funded and qualified federal workers who were recently laid-off;
2. Actively recruit the most qualified federal workers, streamline their application process, and expedite their onboarding process;
3. Host federal-employee specific Ready to Work job training and placements services; hosting multiple job fairs in partnership with local industries that are hiring, such as healthcare, technology, financial services, and the industries with the most job openings.
4. Immediately begin coordinating with local nonprofit partners to provide laid off federal workers with job search assistance, workers compensation claims submission, rental assistance, and other stabilization services.


These are exigent circumstances and time is of the essence. As such, we request that the City Manager fast-track this CCR so that our normal processes do not delay the delivery of stabilization services that these workers and their families urgently need.



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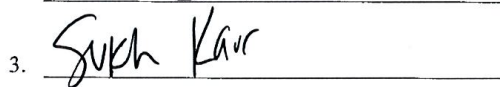
Submitted for Council consideration by:


CITY COUNCILWOMAN
ADRIANA ROCHA GARCIA, Ph.D.
DISTRICT 4


CITY COUNCILMAN
MANNY PELAEZ
DISTRICT 8

Supporting Councilmembers' Signatures

District

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