

Fiscal Year 2025
**Annual
Report**



METRO HEALTH



Table of Contents

DIRECTOR'S MESSAGE	4
COMMUNITY SNAPSHOT	5
AWARDS AND ACCOMPLISHMENTS	6
PUBLIC HEALTH SERVICES FRAMEWORK	7
• Foundational Areas	
• Foundational Capabilities	
• Metro Health 2.0 Strategic Plan	
OUR ORGANIZATION	9
• Fiscal Year 2025 Budget	
• Our Staff	
OUR PROGRAMS AND SERVICES	11
• Director's Office	
• Communicable Disease and Environmental Health Division	
• Community Health and Safety Division	
• Operations and Organizational Performance Division	
EXECUTIVE LEADERSHIP TEAM	17

Director's Message

The City of San Antonio Metropolitan Health District (Metro Health) stands at a defining moment for public health. Across the nation and here at home, health departments are navigating a landscape shaped by growing community needs, workforce challenges, and tightening fiscal realities. Yet, our purpose remains focused on protecting health, promoting wellness and creating the ideal healthy environment for every resident to live and thrive.

Our work advances health, prevents disease, and protects families through efforts in maternal and child health, behavioral health, food safety, environmental protection, and equity. These shared successes are made possible by our staff, City leaders and community partners—because public health is a collective effort to build a healthier, more just San Antonio.



In Fiscal Year 2025, Metro Health demonstrated national leadership and measurable community impact. The department earned a *CityHealth* Gold Medal for the second consecutive year, one of only eight major U.S. cities to receive this distinction and the only city in Texas. Metro Health also received the National Association of County and City Health Officials (NACCHO) Model and Promising Practice Awards recognizing our employee-centered quality improvement culture and innovative community-driven solutions.

Some programmatic accomplishments further strengthened public health protections across San Antonio and Bexar County. In Fiscal Year 2025, teams investigated 30,480 notifiable disease reports and supported the safe administration of 503,772 immunizations. The WIC program served 36,300 participants and achieved a perfect score in its state audit, while the SA CORE team responded to 5,554 mental health-related 911 calls with an arrest rate below 1%. Metro Health also reinforced the importance of vaccinations in our community and maintained staffing capacity to provide immunization services and education in response to increasing threats from vaccine-preventable diseases, including the 2025 Texas Measles outbreak. Together, these accomplishments reflect a resilient, data-driven public health system advancing equity, prevention, and community well-being.

As we reflect on the achievements of Fiscal Year 2025, one truth remains central: public health is a shared responsibility. Creating a community where every person has the opportunity to achieve their highest level of health requires collective action and sustained partnership. Along with the City's leadership, key partners include the Southwest Texas Regional Advisory Council (STRAC), Bexar County Health Collaborative, Center for Health Empowerment in South Texas (CHEST), Center for Health Care Services (CHCS) and the San Antonio Food Bank to name a few.

In fall of 2024, San Antonio helped launch the inaugural cohort of the Kate Marmion School of Public Health, in collaboration with UT San Antonio, which marked an important milestone in strengthening our local public health workforce and academic partnerships. In March 2025, we hosted NACCHO's National Preparedness Summit, bringing national leaders together to advance emergency preparedness and resilience efforts. Later in the year, through a competitive national process, we secured the CDC's Workforce Accelerator Initiative, further expanding our capacity to modernize, improve our tactics and strengthen our workforce.

These accomplishments represent more than individual milestones—they reflect the values, collaboration and dedication that guide our work every day. As we look ahead, I am incredibly proud to serve alongside such a hardworking team as we continue advancing health and well-being across our community.

Yours in Health & Gratitude,



Claude A. Jacob, DrPH, MPH
Health Director
City of San Antonio, Metro Health

Community Snapshot

Socioeconomic

Population Age 25 and over without a High School Diploma

15.4% San Antonio, TX

14.0% Texas

10.4% United States of America

Median Household Income **\$65,056**

Poverty Rate **16.8%**

Unemployment Rate **6%**

Bachelor's Degree or Higher **29%**

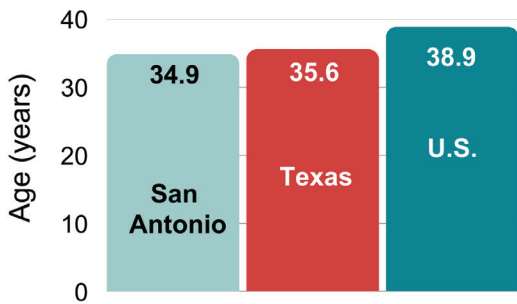
Without Health Care Coverage **17.3%**

Sources: U.S. Census Bureau ACS 5-years 2020-2024

Sources: U.S. Census Bureau ACS 5-years 2020-2024

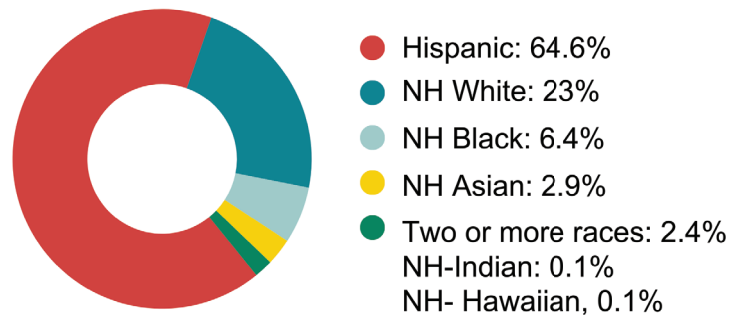
Demographic

Population Median Age, 2024



Sources: U.S. Census Bureau ACS 5-years 2020-2024

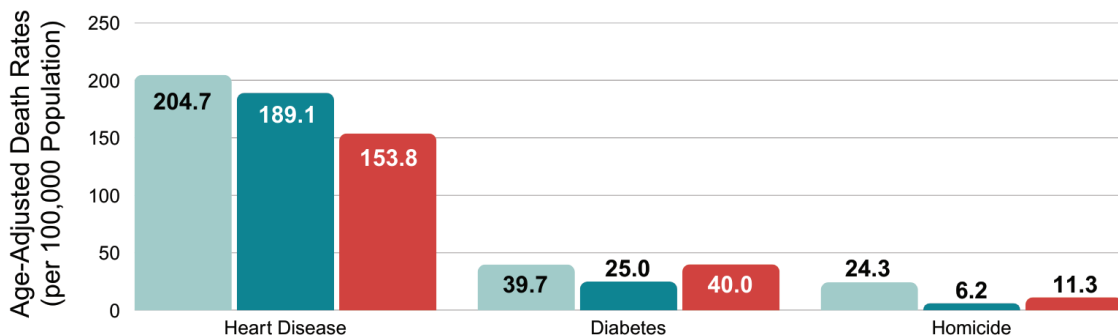
San Antonio Residents by Race/Ethnicity, 2024



Sources: U.S. Census Bureau ACS 5-years 2020-2024

Select Causes of Death in Bexar County by Race/Ethnicity, 2023

Health



Sources: CDC Wonder Underlying Cause of Death 2023; US Census Bureau; Manually calculated age-adjusted rates for Bexar County for 2023; adjusted to the 2000 US Standard Population.



Awards and Accomplishments

CityHealth Gold Medal

For the second year in a row, Metro Health has earned an overall Gold medal rating from CityHealth. This is an initiative of the deBeaumont Foundation and Kaiser Permanente that advances evidence-based policy solutions for cities across the country. San Antonio is one of eight major U.S. cities to earn an overall Gold Medal this year, and the only city in Texas to receive this top designation.



Model Practice Award

In July 2025, Metro Health was proud to be recognized as a 2025 NACCHO Model Practice Award recipient for an employee-centered approach to establish a QI culture at a large local health department. This award highlights Metro Health’s commitment to engaging frontline staff in a leadership program and a staff-led Quality Improvement Symposium that have strengthened workforce engagement, retention, and program outcomes. By centering employees as drivers of improvement, Metro Health has built a resilient, motivated workforce and a sustainable culture of quality that is now being shared nationally as a model for other health departments.



Promising Practice Award

Also in July 2025, the National Association of County and City Health Officials (NACCHO) selected The Resource Center at Villa Coronado (RCVC) for a Promising Practice Award for community-driven solutions to address food insecurity. The RCVC application underwent a rigorous peer-evaluation process and demonstrated an exemplary response to a local public health need. The application is featured in the Model Practices Database for other local health departments to review and replicate.



It’s Time Texas Challenge

Also in 2025, San Antonio received 1st place in the 2025 Healthier Texas Challenge, formerly known as It’s Time Texas, highlighting our dedication to advancing public health initiatives and enhancing the well-being of our community. This marks the 10th time San Antonio has received this award. Through continued collaboration and focused efforts, Metro Health and the Mayor’s Fitness Council are proud to contribute to a healthier future for all Texans.

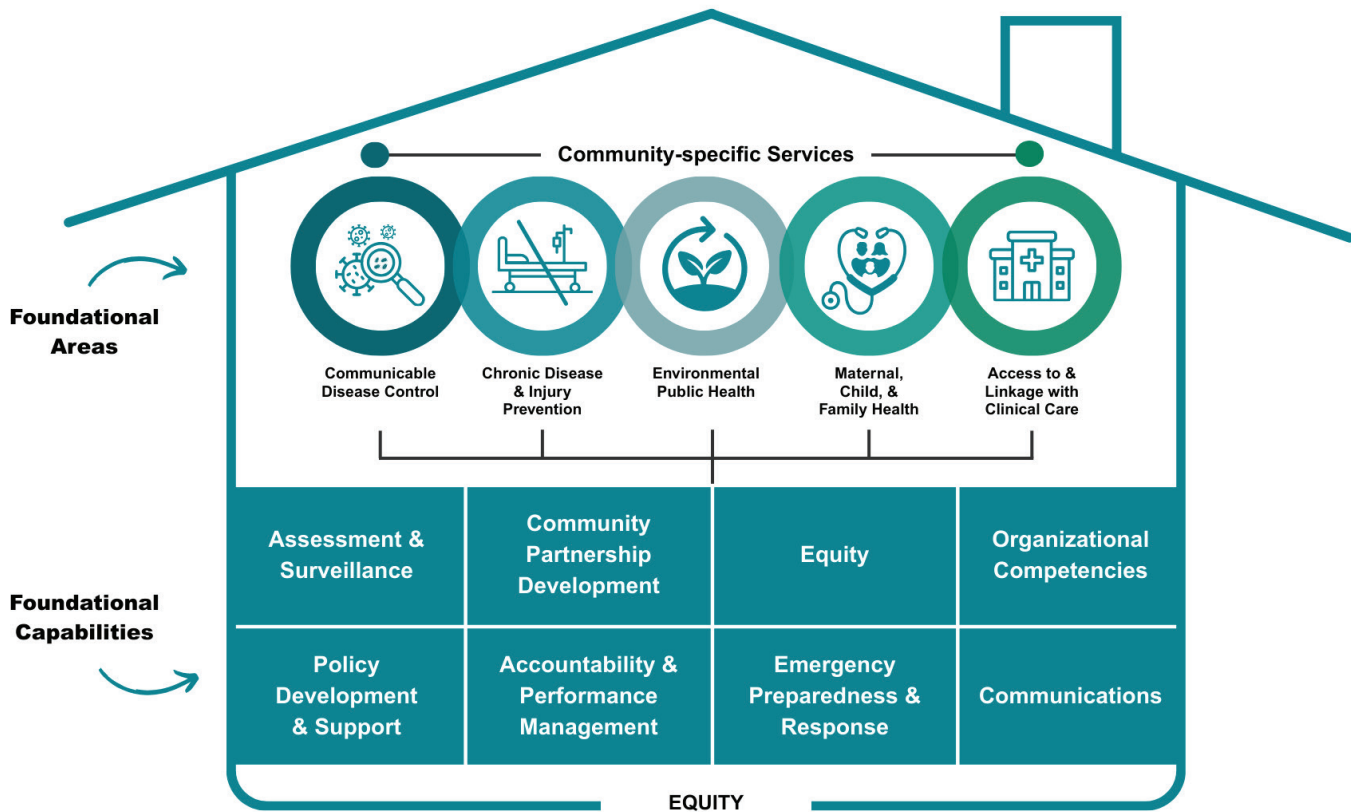




Public Health Services Framework

Public health is the foundation of a thriving community, ensuring that every person regardless of background or circumstance can live a healthy, safe, and productive life. Public health touches every corner of our lives from preventing the spread of infectious disease to addressing chronic illnesses and environmental hazards. Metro Health embraces a vision for modern, transformative, and equitable public health that is rooted in national strategies and frameworks, including guidance from the Centers for Disease Control and Prevention (CDC), the U.S. Bipartisan Policy Center, the Public Health Accreditation Board (PHAB), and others.

The sustainability of public health services depends on a strong infrastructure, defined through the Foundational Public Health Services Framework. The framework outlines the unique responsibilities of governmental public health entities and defines a minimum set of Foundational Areas and Foundational Capabilities that must be available in every community.



PHAB, Foundational Public Health Services Framework (2022)

Foundational Areas

The Foundational Areas include core programs and services aimed at improving the health of the community. The five Foundational Areas are: **Communicable Disease Control**, **Chronic Disease and Injury Prevention**, **Environmental Public Health**, **Maternal, Child, and Family Health** and **Access to and Linkage with Clinical Care**. By investing in these foundational services and capabilities, Metro Health ensures a resilient, responsive and equitable public health system that can meet both current and future community needs.

Foundational Capabilities

The Foundational Capabilities are the cross-cutting skills and capacities needed to support basic public health protections, programs, and activities key to ensuring community health, wellbeing and achieving equitable outcomes. The eight Foundational Capabilities are: **Assessment and Surveillance, Community Partnership Development, Equity, Organizational Competencies, Policy Development and Support, Accountability and Performance Management, Emergency Preparedness and Response and Communications.**

Metro Health 2.0 Strategic Plan

Launched in 2022, the Metro Health 2.0 Strategic Plan builds on lessons from the COVID-19 pandemic by prioritizing workforce development, updating public health IT data systems, and policy change to reduce health inequities. Supported by a five-year, \$25 million CDC grant and guided by national frameworks, the plan strengthens the department's public health infrastructure that consists of strategies, workforce and resources that work together to protect and improve the health of the San Antonio community through prevention, monitoring and response efforts.

In FY 2025, Metro Health expanded cross-sector collaboration and invested in sustainable systems change. The Policy and Civic Engagement (PaCE) Office convened 29 meetings with 74 organizations across seven sectors and redistributed \$742,000 to community partners addressing food security, housing and economic stability, substance use and overdose prevention, and respectful care for people living with HIV and people who use drugs. As a result, 53% of partners including all 17 funded organizations implemented systems-change strategies aligned with the Healthy Bexar Community Health Improvement Plan. These partnerships produced measurable community impact by expanding access to essential resources. Organizations distributed food, provided legal services, connected residents to housing support, reduced \$60 million in medical debt for 45,000 residents, and increased awareness of substance use and overdose prevention resources.

Metro Health also strengthened policy engagement by participating in 16 advocacy coalitions and training 188 staff and partners in systems-change leadership. During the 89th Texas Legislative Session, PaCE tracked 203 health-related bills and identified 81 with equity implications. Advocacy efforts supported policies benefiting more than 100,000 residents, including measures to prevent eviction and sustain school meal programs for children.

Internally, Metro Health pursued reaccreditation through the Public Health Accreditation Board (PHAB), the national accrediting body for state, local, and tribal public health departments. In FY 2025, Metro Health submitted its reaccreditation application, reviewed and submitted 115 documents demonstrating compliance with PHAB standards, and successfully passed the pre-site visit review with no measures opened. In addition, Metro Health developed an Accreditation Sustainability Plan to document prior accreditation efforts and support the department's continued success shaping a culture of quality improvement at the department.

Workforce development remained a priority for the department. Metro Health hosted 19 interns, maintained 10 academic partnerships, and supported the rotation of 394 university students through Metro Health clinics. The department achieved an 81% retention rate for new hires and launched a new online leadership training resource to strengthen supervisory capacity and long-term workforce resilience.



Community Engagement



Financing



Data & Information Technology



Partnerships



Public Health Laws & Governance



Workforce

Our Organizaton

Vision

Healthy people thriving in a healthy community.

Mission

To prevent illness, promote healthy behaviors, and protect against health hazards throughout our community through education, collaboration and key services.



Metro Health provides public health services in San Antonio and Bexar County and is operated by the City of San Antonio (COSA) under the direction of the Mayor, City Council and City Manager. Metro Health functions under the leadership of the public health director.

In 2019, Metro Health became a Public Health Accreditation Board (PHAB) accredited health department and is eligible for continued accreditation in FY 2026. The Public Health Accreditation Board (PHAB) is the national accrediting body for state, local, and tribal public health departments. PHAB promotes excellence and accountability in the systems that protect and improve the health of all people.

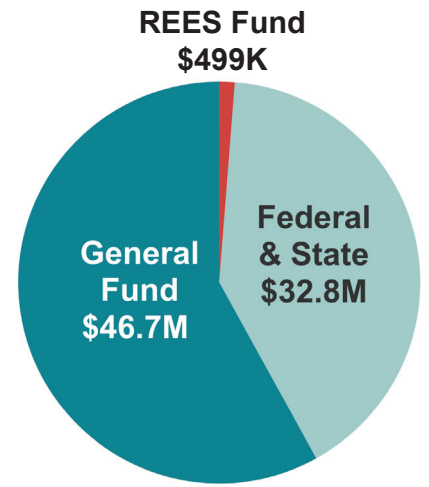
The department's services are housed under the Director's Office and three divisions: Communicable Disease and Environmental Health, Community Health and Safety and Operations and Organizational Performance.

Like all public health departments, Metro Health has a fundamental responsibility to provide public health protections and services in these areas: preventing the spread of communicable disease; ensuring food, air and water quality are safe; supporting maternal and child health; improving access to clinical care services; and preventing chronic disease and injury. The department maintains a wide range of critical data sources, robust laboratory capacity, preparedness and policy planning capacities, community partnerships, and expert staff.

Across the United States, public health departments continue to face complex and interconnected challenges that affect community health and well-being. Metro Health has incorporated lessons learned from years of public health practice into the organizational culture and operations. These challenges highlight the ongoing need for sustained investments in modernized public health infrastructure, workforce development and policy change. Strengthening these areas is critical to addressing upstream factors that drive downstream social, economic, and racial disparities in health outcomes and to ensuring a more resilient and equitable public health system.

Fiscal Year 2025 Budget

Metro Health’s FY 2025 budget was \$79.9 million. This included funding from the City’s General Fund and several state and federal grants. The City’s General Fund contributed \$46.7 million while state and federal grant sources provided an additional \$32.8 million. The department’s budget also included \$499,000 in the Resiliency, Energy Efficiency, & Sustainability (REES) Fund. In FY 2025, the City made a third disbursement of its five-year, \$10 million investment in the UT San Antonio, Kate Marmion School of Public Health.



Our Staff

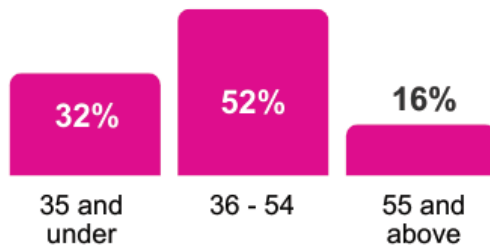
Metro Health workforce collectively works to advance public health and well-being throughout our community. Our staff is diverse in skills, training, education, age, and lived experiences. Working across 50 programs and initiatives, the Metro Health workforce is comprised of a wide range of professionals, from environmental health officers, community health workers, health specialists, and nurses to analysts, managers, administrators and administrative support staff.

Our workforce embraces cross training, partnerships, and engages in numerous collaborative efforts and professional activities at the local, state, and national level. They participate in workgroups, facilitate committees, and serve to support large-scale public health organizations such as the American Public Health Association (APHA), National Association of County and City Health Officials (NACCHO), Big Cities Health Coalition (BCHC), Public Health Accreditation Board (PHAB), Public Health Communications Collaborative, Texas Public Health Association (TPHA) and the Bexar County Health Collaborative to name a few.

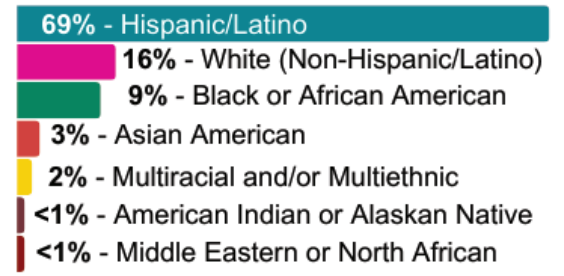
Gender



Age



Ethnicity/Race



**Gender, age, and ethnicity/race stats stem from the 2024 PH WINS

Employment Status



Role/Function



✓ Our Programs and Services

Director's Office

Metro Health's Director's Office provides organizational leadership, strategic direction, and administrative support to help build our foundational capabilities to protect and promote the health of all people in our community. The Director's Office includes the **Access to Care Office**, **Administrative Support**, **Epi Analytics and Informatics Office**, **Health Equity Office**, **Office of Mental Health and Resilience** and the **Policy and Civic Engagement Office**.

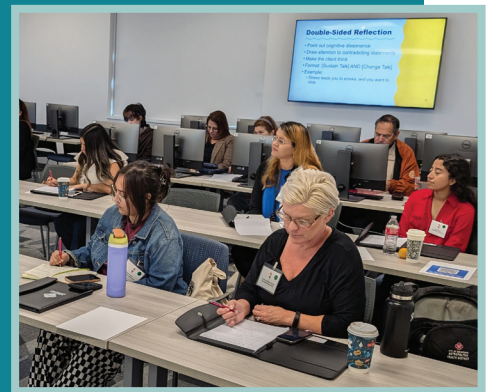
💡 FY 2025 Highlights



The Access to Care team worked to improve health outcomes through systems changes that reduce barriers and promote respectful, quality health care. In FY 2025, the team led a yearlong Reproductive Justice initiative. The initiative promoted reproductive equity, dignity and access for more than **12,500** people through doula certifications, prenatal support, STI testing, case management and community education.

The Metro Health's Clinician Ambassador Team delivered **13** accredited continuing education sessions on topics including STI and HIV prevention, syphilis management, and inclusive care.

Clinician Ambassadors educated **830** medical providers. Post-training, **79%** of survey respondents planned to implement the information, tools, and strategies that they learned.



The Community Alliance for Results in Equity (CARE) working group developed clinical assessment criteria as part of a pilot project to showcase respectful maternal and mental health care for Black women.

The Community Health Worker (CHW) Resource Hub trained **176** CHWs, including **30** who were certified in mental health peer support, distributed capacity-building grants to **11** organizations and continued to facilitate the Bexar County CHW Collaborative.

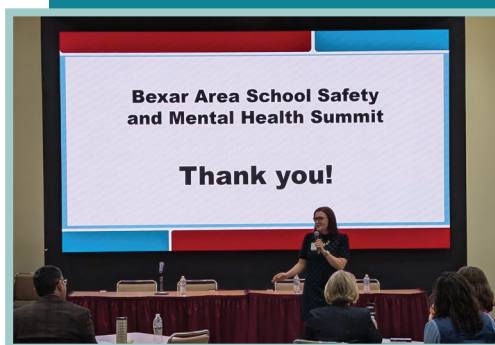


The Unlocked program helped system-involved people avoid recidivism through healthy and successful transitions to post-carceral life. In FY 2025, Unlocked CHWs connected **132** people to clinical and social services upon their release from the Bexar County Jail.

The Epi Analytics and Informatics (EAI) Office developed and released **4** new county-wide, community-facing dashboards with timely data for guiding the health of the public (Respiratory Illnesses, Tuberculosis, Sexually Transmitted Infections, and HIV).

EAI contracted with the Texas Department of State Health Services for a 3rd consecutive year in order to secure new and enhanced disaggregated data on health behaviors and outcomes for Bexar County participants. These data were used across numerous Metro Health programs and cross-sector partners to inform decision-making related to diabetes, access to care, mental health, food insecurity, and chronic disease.

Working with public health IT experts funded by the CDC Foundation Workforce Acceleration Initiative (WAI), EAI began departmental efforts to assess data modernization needs, accelerate information system improvements, and enhance data collection and reporting practices within the Violence Prevention, Food & Environmental safety, Community Nutrition, and Diabetes program areas.



The Office of Mental Health and Resilience was established in 2022. This office promotes emotional, psychological and social well-being through the enhanced coordination of mental health services in our community. MHR brought mental health services to children and families in need through its ongoing partnerships with Communities in Schools and the Mobile Mental Wellness Collaborative. Through these combined contracts, **668** children received mental health services, **546** of those children attended 4 or more sessions and **70%** of those who attended 4 or more sessions experienced an increase in wellbeing.



The San Antonio Community Outreach Resiliency Effort (SA-CORE) responded to **5,554** mental health-related 911 calls. SA-CORE's multidisciplinary approach to handling 911 calls resulted in an arrest rate of less than 1% of calls. Of these 5,554 responses, **3,156** calls were referred to follow-up clinicians, and **804** people were successfully connected to services.

Communicable Disease and Environmental Health Division

Metro Health’s Communicable Disease and Environmental Health Division is responsible for monitoring, identifying and responding to events of public health significance in accordance with local, state, and national mandates and guidelines. These events include communicable disease outbreaks, food safety, mass sheltering and responses to environmental hazards. The division provides regulatory and essential public health services through several large and complex programs: **Epidemiology, Immunizations, Public Health Laboratory Services, Sexually Transmitted Infections Control and Prevention (STI), Tuberculosis Control and Prevention (TB), Air Quality, Climate and Environmental Education, Food and Environmental Health and Public Health Emergency Preparedness (PHEP).**



FY 2025 Highlights

Communicable disease programs investigated **30,480** notifiable condition disease reports. These included investigations for foodborne and waterborne conditions, vaccine preventable conditions, sexually transmitted infections, tuberculosis and others.

Metro Health ensured Vaccines for Children (VFC) and Adult Safety Net (ASN) providers in Bexar County safely administered **503,772** VFC/ASN immunizations.



The Metro Health Laboratory conducted **124,074** tests to include testing specimens from EPA environmental drinking water, FDA milk and dairy, tuberculosis/sexual transmitted disease surveillance, bioterrorism, emerging infectious diseases, influenza, and mosquito surveillance.

The Air Pollution Control Program registered **1,459** businesses that emit air pollutants and conducted **106** educational visits to registered businesses. In addition, **2,698** residents in vulnerable communities received education, outreach and resources from the Climate and Environmental Education Program.



Environmental Health Officers completed **36,434** food safety and swimming pool inspections. The Vector Control team conducted **2,330** mosquito counter-control measures in high risk areas.

The Public Health Emergency Preparedness (PHEP) team participated in **10** preparedness exercises, **19** local and regional trainings and **31** events.



Community Health and Safety Division

Metro Health's Community Health and Safety Division (CHS) works collaboratively with community residents and organizations to improve wellness, increase access to resources, promote community resilience, and reduce acts of violence. CHS has three sections: **Chronic Disease Prevention**, **Maternal, Infant, Child and Adolescent Health (MICA)** and **Violence Prevention**.

FY 2025 Highlights

The Resource Center at Villa Coronado served more than **400** clients per month with immediate and wrap-around support services and has become a trusted source of health resources and information for the surrounding community.



The SA Kids B.R.E.A.T.H.E program served **162** participants who reported an increase in well controlled asthma from enrollment (**28%**) to the completion of the program (**89%**), these results yielded a **218%** improvement in well-controlled asthma using the Asthma Control Test (ACT).

The Oral Health program served **17,313** children enrolled in Early Head Start, Head Start and Title I Elementary schools. The program also provided **801** patients with financial assistance to receive restorative dental services in partnership with the UT Health Ricardo Salinas Clinic through the Title V program.



Healthy Start and the Healthy Families Network of maternal and child health stakeholders honored Pregnancy Loss Awareness Month in October 2024 by hosting the 11th Annual Baby Buggy Walk. The event offered healthcare, social services and other resources to over **250** community members to raise awareness about infant and maternal health, and how communities can work together to reduce infant mortality and improve the health of all moms and babies in San Antonio.

The Women, Infants and Children (WIC) program served **36,300** individuals in FY 2025. The State WIC office performed an audit of Metro Health's WIC program in May 2025, which yielded zero findings in all categories (Administrative, Clinical, Fiscal and Food Delivery). According to the State Auditors, this was a first-time occurrence for a large WIC program.



The Domestic Violence Prevention program provided crisis advocacy to **11,480** individuals referred by the San Antonio Police Department, and provided long-term case management support to **1,500** of referred domestic violence victims.

Metro Health's, Stand Up SA gun violence prevention program engaged youth and young adults between the ages of 5 to 24 connecting them and their families to local resources, services and support groups. The Stand Up SA team intervened in **488** conflicts, reducing the risk for future violent incidents.



The Positive Parenting Program (Triple P) continued to prevent child abuse by giving parents evidence-based tools for positive parenting practices. A total of **1,625** parents participated in the program to strengthen healthy relationships, set boundaries and learn to recognize their emotions.

Operations and Organizational Performance Division

Metro Health’s Operations and Organizational Performance Division provides critical infrastructure and operational support across the department. The division oversees **Contracts and Compliance, Fiscal Management, Marketing and Communications, IT Systems Coordination, Facilities, and Performance Management and Quality Improvement**, ensuring programs operate efficiently, compliantly, and with a focus on continuous improvement.

FY 2025 Highlights

The Contracts and Compliance team finalized **144** discretionary services agreements and secured **\$29,891,865** in grant funding. **96%** of department staff successfully completed the required annual HIPAA training, reinforcing Metro Health’s commitment to regulatory compliance and data privacy.



The Marketing and Communications team advanced department priorities and strengthened community engagement through **22** marketing campaigns. Key initiatives included National Nutrition Month, Public Health Week, Domestic Violence Awareness, Beat the Heat, Diabetes Prevention and the Let’s Grow Campaign. Collectively, these campaigns generated **63.5** million impressions among adults aged 18 and older.

The Operations team coordinated five departmental IT projects, achieving completion of **86%** of all project milestones. These efforts supported improved system functionality and enhanced service delivery across programs.



On September 12, 2025, Metro Health hosted its fifth annual Quality Improvement Symposium. The symposium focused on the opportunities and considerations associated with the use of artificial Intelligence in public health. A total of **174** staff members attended including **21** staff from **13** City departments. The event showcased **14** poster presentations highlighting quality improvement efforts across department programs. Post-event evaluations indicated that **81%** of participants reported strong confidence in applying new ideas to improve their programs.



Executive Leadership Team



Claude A. Jacob, DrPH, MPH
Health Director



C. Junda Woo, MD, MPH
Medical Director/Local Health Authority



Anita K. Kurian, MBBS, MPH, DrPH
Deputy Director




Mario Martinez, MBA
Assistant Director



Morjorie White, MPH
Assistant Director



Jessie Higgins, MA, LPC, LMFT
Chief Mental Health Officer



Michelle Vigil
Chief of Staff



NATIONAL PUBLIC HEALTH WEEK

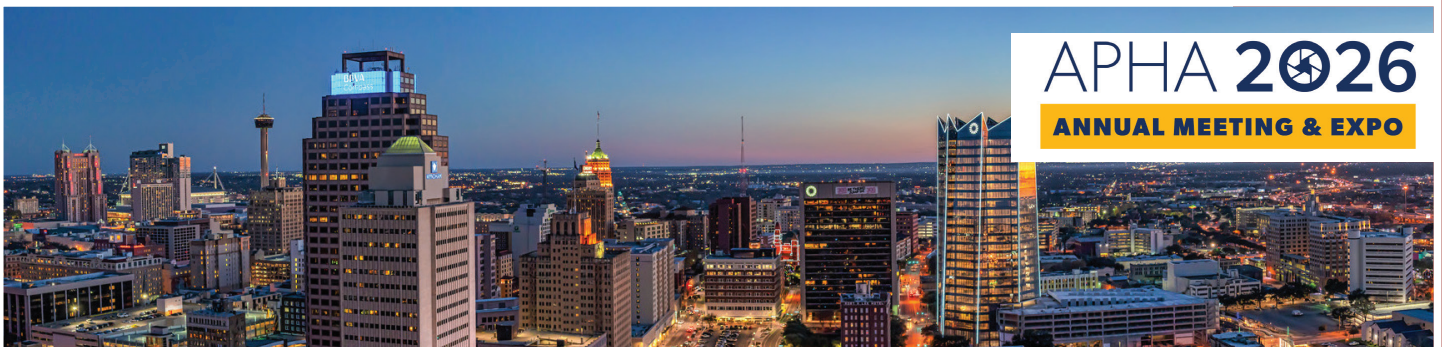
AN INITIATIVE OF THE AMERICAN PUBLIC HEALTH ASSOCIATION

National Public Health Week | April 6 – 12, 2026 | April 5 – 11, 2027

Every year during the first full week of April, communities across the country join the American Public Health Association (APHA) to celebrate National Public Health Week (NPHW). It's a time to honor the contributions of public health and spotlight issues shaping the health of our nation. For more than 30 years, APHA has led this national effort.

To learn more, visit [APHA.org/NPHW](https://www.apha.org/NPHW)

Metro Health remains dedicated to its vision of “Healthy People Thriving in a Healthy Community” and recognizes that public health requires proactive efforts to prevent the spread of infectious diseases, promote healthy behaviors that enhance quality of life, and protect communities from environmental health hazards.



Together We Thrive: Health Across the Lifespan San Antonio | November 1 - 4, 2026

The APHA Annual Meeting and Expo is coming to Texas in 2026 marking a historic moment of the nation’s largest gathering of public health professionals. Hosted by the American Public Health Association, the conference will take place November 1 - 4, 2026, in San Antonio. Each year, the APHA Annual Meeting offers a dynamic program of scientific sessions, poster presentations, workshops, and networking opportunities designed to advance evidence-based public health practice.

Hosting the meeting in San Antonio provides a meaningful opportunity to connect with local public health leaders and organizations while amplifying voices working to improve health outcomes across Texas and beyond. As public health professionals from across the country gather in Texas for the first time in decades, the 2026 APHA Annual Meeting promises to be a powerful moment to share research, build partnerships, and advance the shared vision of creating the healthiest nation. Visit [APHA.org](https://www.apha.org) for more information.

For more information
about the Metro Health,
visit [SA.gov/Health](https://sa.gov/Health)



METRO HEALTH