



CITY OF SAN ANTONIO

Complete Streets Policy

..... SEPTEMBER 2024

Complete Streets 2024 Executive Summary

In 2011, San Antonio adopted its first Complete Streets Policy that focuses on the three key factors of the Complete Streets Approach. First, to serve the different modes of travel on San Antonio streets. Second, to accommodate and make traveling accessible for all users on San Antonio streets. Third, to make sure that the City's approach to meeting these goals is flexible and accounts for the surrounding context of the street, such as land use. While the 2011 policy pushed for these three goals of a Complete Streets approach, in the following decade improvements to practice occurred at the national level. As practice has improved nationally so has the standards for policy. The City's 2011 Complete policy received a CityHealth gold medal ranking when it passed, but as these standards have continued to improve, the City no longer meets that gold medal standard for a Complete Streets policy. This emphasizes how the City's 2011 policy was cutting edge at its development, but is due for an update to improve our policy and practice.

In 2023, the City's Transportation Department began work on a phased approach to update the policy and begin work on its implementation. The first phase focuses on the update to the policy. The second phase is focused on implementation of the goals and objectives and implementation steps listed in the updated policy. The updated 2024 Complete Streets Policy revisions are designed to improve our policy to meet current street design standards and create streets that safely accommodate as many modes of transportation as possible. Building on the old policy, the new 2024 policy emphasizes:

- **All Modes, All Users:** Continuing to support cars, bikes, buses, and pedestrians, with a focus on keeping vulnerable users safe as they travel.
- **Flexibility:** Adapting to different areas and conditions.
- **New Focus Areas:** Including Vision Zero (aiming for zero traffic deaths), better stormwater management, green infrastructure, public transport, and diverse user needs.

In the new policy, every street project will now be viewed through the Complete Streets lens, meaning we'll look at how it can improve travel for everyone. We'll follow state and national design standards but also cater to San Antonio's unique needs. Our NEXT STEPS in Phase 2 to push this policy into implementation are:

- **A Technical Review Taskforce:** Advises the Transportation Department to ensure different city departments work together smoothly.
- **A Standing Transportation Committee:** Advises the Transportation Department concerning implementation of the policy
- **Partner with outside groups** like the Texas Department of Transportation and private developers to ensure they follow the standards.
- **A Project Prioritization Tool:** To decide which projects to do first.
- **A Design Guide:** To set clear standards.
- **Community Engagement:** To involve residents in the process.
- **Performance Metrics:** To track progress.
- **Review and update** other related policies, like the Unified Development Code and the Design Guidance Manual.
- **Educate** City staff and community on best practices
- **Try new things**, like speed management strategies and temporary infrastructure projects (quick-builds).

By prioritizing these strategies, San Antonio aims to regain its CityHealth gold medal and create streets that serve different travel modes, are accessible to all, and meet the community's needs. This updated policy is our first step towards a safer, more inclusive, and more efficient transportation network.

Letter From the Mayor

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The City of San Antonio continues to lead the nation in population growth, adding 22,000 new residents between 2022 and 2023. A distinguishing characteristic in our city is defined by a quality of life that remains unmatched due to the economic opportunities and housing affordability that are present in our city. These opportunities are made possible by equitable, forward-looking policies that enhance the vibrancy and connectedness of our communities.

One such example is our Complete Streets policy, adopted in 2011, that was recognized by City Health as a national gold standard. The goal of our Complete Streets policy is to create connected neighborhoods by serving all modes of travel and making travel accessible to all users in San Antonio. This requires a focused, yet flexible approach to consider the context surrounding the street, neighborhoods, and considerations to make our city more accessible for people with different abilities. Since 2011 the city has made significant strides in incorporating these goals, and there are now new opportunities to accelerate the scale and impact of these efforts through an updated Complete Streets policy that focuses on adopting the latest design updates, best practices, and a more concentrated commitment to equity.

This document represents the updated Complete Streets policy that serves to create a connected, safe, accessible, resilient, and equitable multimodal transportation network through a shift in street design that ensures equitable access to community assets for all people. It represents a joint effort with stakeholders from city departments, national organizations, and a local Complete Streets Coalition comprised of vested community members. This policy update is the first step in updating city practices, and calls for the development of a design guide, a prioritization tool, a review of the Unified Development Code, and inclusive community engagement.

It is my hope that this policy will generate greater public benefits in the form of a more resilient and inclusive transportation network focused on connecting our communities closer to economic opportunity, affordable housing, education, healthcare, and perhaps most importantly, to one another. I am proud of the efforts and expertise that contributed to this policy update, and I look forward to the development of a more connected city.



Mayor Ron Nirenberg

TABLE OF CONTENTS

Letter From the Mayor.....	3
Glossary.....	5
Acknowledgments	7
Vision and Intent.....	9
The Value of Streets.....	10
Commitment to Vision Zero.....	11
Commitment to Public Transportation	12
Focusing on Diverse Users.....	15
Complete Streets in All Projects and Phases.....	17
Design	20
Land Use Context and Sensitivity.....	23
Implementation Steps.....	26
Coordination and Oversight.....	27
Implementation Chart.....	30
Jurisdiction	33
Collaboration.....	33
Private Developer Compliance.....	33
Performance Measures	35
Recommended Performance Measures.....	36
Project Selection Criteria.....	40
Exceptions.....	43
Appendix.....	46
Appendix A: Plan Goals addressed by Complete Streets Policy Update:.....	46

Glossary

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- City: The City of San Antonio
- SA: San Antonio
- DEIA: Disability, Equity, Inclusion, Accessibility
- TXDOT: Texas Department of Transportation
- AAMPO: Alamo Area Metropolitan Planning Organization
- VIA: VIA Metropolitan Transit Authority
- UDC: Unified Development Code
- STC: Standing Transportation Committee that advises the Transportation Department concerning implementation of the policy.
- STC: Standing Transportation Committee
- CSTF: Complete Streets Task Force
- BNP: Bike Network Plan
- Texas MUTCD: Texas Manual for Uniform Traffic Control Devices
- NACTO: National Association of City Transportation Officials
- ITE: Institute of Transportation Engineers
- ADAAG: ADA Accessibility Guidelines
- SARA: San Antonio River Authority
- TAS: Texas Accessibility Standards
- PROWAG: Public Rights-of-Way Accessibility Guidelines
- AASHTO: American Association of State Highway and Transportation Officials
- ISI: Institute of Sustainable Infrastructure
- TIP: Transportation Improvement Program
- Capital Projects: a project to construct either new facilities or make significant, long-term renewal improvements to existing facilities
- Smart Technology- the use of different devices that allow for data collection. This can include street conditions, traffic volume, and crash data
- Green Infrastructure: the range of measures that use plant or soil systems, permeable pavement or other permeable surfaces or substrates, stormwater harvest and reuse, or landscaping to store, infiltrate, or evapotranspire stormwater and reduce flows to sewer systems or to surface waters
- Right-sizing: reviewing street right-of-way to make sure the best use is being deployed based on stakeholder need and physical space available. Which allows for the design of various modes of travel on our streets.
- Equity: Just and fair inclusion into a society in which all, including all racial and ethnic groups, can participate, prosper, and reach their full potential.

- Inclusion: The action or state of including or of being included within a group or structure. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging.
- Pedestrian: An individual who travels by foot or who use assistive devices, such as wheelchairs, for mobility.
- Must: Throughout this document, “must” expresses the strongest and best course of action.

Acknowledgments



- San Antonio Complete Streets Coalition
- ActivateSA
- Development Services Department
- Public Works Department
- Transportation Department
- City of San Antonio Metropolitan Health District
- Alamo Area Metropolitan Planning Organization
- VIA Metropolitan Transit
- CityHealth
- CPS Energy
- disAbilitysa
- Real Estate Council of San Antonio
- San Antonio River Authority
- San Antonio Police Department
- San Antonio Water System
- Nature Conservancy
- TxDOT
- ULI San Antonio
- Borderless Studio
- American Institute of Architects
- City Attorney's Office
- AARP
- American Heart Association
- Bexar County
- Center City Development and Operations
- Communications and Engagement Department
- Diversity, Equity, Inclusion, Accessibility Department
- Disability Access Office
- Economic Development Department
- Office of Historic Preservation
- Innovation Department
- Neighborhood and Housing Services
- Parks and Recreation Department
- Planning Department
- Office of Sustainability



Vision & Intent



Vision and Intent



In 2011, the City of San Antonio adopted its current Complete Streets Policy, with the goals of promoting healthy living, supporting pedestrian – oriented neighborhoods, enhancing Commercial Corridors and Districts, and maximizing the benefits of investment in capital projects. Since the Complete Streets Policy has been adopted, the City of San Antonio has made amazing strides in implementing Complete Streets. As a result of the City’s efforts, the 2011 Complete Streets Policy was recognized by CityHealth with a Gold Medal as recently as 2021.

However, in 2022, CityHealth updated its policy package to align with the latest national standards for Complete Streets policies and promote health and racial equity. Under the new criteria, San Antonio’s 2011 Complete Streets Policy misses some key elements that are required to qualify for a medal. Now in 2023, the City seeks to build off the valiant Complete Streets efforts of the past and get back to a “gold” standard with this updated 2023 Complete Streets Policy to better meet the City’s current and future needs.

An updated Complete Streets policy serves to create a connected, safe, accessible, resilient, and equitable multimodal transportation network through a shift in street design that ensures equitable access to community resources for all people. A connected multimodal transportation network will provide a directness of routes, unimpeded flow, and easy navigation for all modes of travel such as walking, rolling, and cycling. The City strives to make a transportation network that prioritizes walking, rolling, cycling, and transit options in an effort to improve modes of travel that have been historically dismissed in street design. In addition to establishing a safe and equitable transportation network, a Complete Streets approach provides additional benefits through improvements in public health and air quality, increased access to outdoor recreation opportunities, reduced maintenance costs, increased property values, enhanced neighborhood safety, improved stormwater runoff management and stormwater quality, and improved cohesion with the surrounding neighborhood/corridor. Through this updated Complete Streets policy, the City of San Antonio confirms its commitment to integrating and prioritizing multimodal transportation options such as personal automobiles, public transit, walking, rolling, and cycling in all steps of all street projects in the development process. This commitment corresponds to goals found in the SA Tomorrow Comprehensive, Multi-Modal Transportation, EDD Strategic Framework, and Sustainability Plans which can be reviewed in Appendix A.

The Value of Streets

The Complete Streets policy helps us achieve goals beyond the built environment, including economic development, land use, community character, accessibility, adaptability, maintainability, public health, and equity.



The City must consistently support, fund, plan, design, construct, and operate an interconnected street network that safely and accessibly accommodates all anticipated users and transportation modes. The safety and comfort of the most vulnerable individuals on San Antonio streets will be prioritized while still balancing the needs of those driving private, commercial, freight, and emergency vehicles.

The City recognizes that all modes cannot receive the same type of accommodation on every street; but the overarching goal is that everyone can access the transportation system and travel throughout the network in a safe, equitable, accessible, and comfortable manner. To accomplish this goal, the City is committed to rebalancing transportation investments in order to make walking, rolling, cycling, public transit, and shared mobility safe, attractive, and practical transportation alternatives in San Antonio.

Therefore, by implementing this updated Complete Streets policy, the City intends to enhance the potential of its streets to become public spaces that promote healthy, vibrant, and inviting “places to be” with amenities such as wide sidewalks, pedestrian-scale lighting, shade trees, landscaping, green infrastructure, public art, walkable destinations, seating, and other amenities. The City also recognizes that Complete Streets is not an end goal but a continuous process for improvement and adaptation to the evolving uses of San Antonio streets. The goal of this document is to provide the necessary steps, oversight, and measuring tools to implement the City of San Antonio’s Complete Streets Policy.

Commitment to Vision Zero

The City of San Antonio is committed to a Vision Zero approach. The Vision Zero approach focuses on reducing the number of severe injuries and fatalities occurring on San Antonio roadways to zero. Through the implementation of this Complete Streets policy, the City will be creating effective infrastructure to improve the safety of all users on San Antonio roadways to help reach the City’s Vision Zero goal. The most vulnerable users in the City are at the highest risk of severe injuries and fatalities on roadways. The Federal Highway Administration has identified the State of Texas and the Alamo Area Metropolitan Planning Organization study area as a Pedestrian Focused Approach to Safety program area. As a result, safety improvements will specialize in reducing the number and rate of fatalities and severe injuries for all users, particularly pedestrians. Complete Streets focuses on all forms of mobility that are used in the City and on making all mobility options available, accessible, and attractive alternatives to as many users as possible. By integrating Vision Zero into San Antonio’s Complete Streets implementation, the City will be emphasizing safety for all types of users.

Commitment to Stormwater Mitigation and Green Infrastructure



As one of the many cities within Flash Flood Alley, the City of San Antonio deals with flash flooding that can cause damage to private and public property and make streets unsafe to travel for all modes of transportation. For this reason, stormwater mitigation is a primary concern for the City's street infrastructure. The City will consider how stormwater mitigation tools can be implemented in collaboration with safety tools and infrastructure that will be recommended for Complete Streets. Green infrastructure can be used during Complete Streets designs and provide a level of sustainability to all projects.

Green infrastructure techniques incorporated into different Complete Streets projects can be designed to improve the quality of stormwater collected from streets and can mitigate street-generated flooding. For instance, street improvements at creek and river crossings are excellent locations to prioritize the use of

LID/green infrastructure. Green infrastructure provides sustainable avenues towards Complete Streets and Stormwater Mitigation and will be included in any recommendations or Design Guides developed for the City of San Antonio.

Commitment to Public Transportation

The Complete Streets approach will strengthen the City's transportation network and a key component of this network is public transportation. Reliable and affordable transit options can reduce people's dependency on private vehicle transportation and can improve the quality of life of those who use it. This is especially needed for those who face transportation challenges or disadvantages, such as low-income, older adults, people with disabilities, or young populations. These groups often heavily rely on public transportation to access essential services, education, employment, and social opportunities. The City commits to identifying opportunities to invest in improvements that make public transit faster and more reliable such as dedicated transit lanes or intersection design improvements. A network that focuses on moving buses more quickly, reliably, and

predictably expands the distance each user can travel and increases the number and variety of important destinations and activities they can reach. Public transportation can also foster economic development and livability in communities by connecting people to diverse destinations and supporting mixed-use and compact development patterns. These patterns can create more vibrant and walkable places that attract businesses, residents, and visitors. Therefore, Transit-Oriented Development policies and initiatives will be supported by and work in tandem with the Complete Streets Policy.



Focusing on Diverse Users



Focusing on Diverse Users

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The City of San Antonio is committed to advancing transportation equity through the Complete Streets approach by investing in the most underserved communities, involving the people who have historically been excluded from the transportation planning process, and prioritizing projects and street designs that serve the most vulnerable users of the transportation network.

There are populations and communities within the City that face higher than average transportation burdens and experience greater barriers to accessing resources and opportunities, as well as disenfranchised populations and communities that have traditionally been underrepresented in city planning and decision-making processes. These populations include low-income individuals, people of color, older adults, children, youth, people with disabilities, and people living in households without access to a private automobile. Each of these groups are at a higher likelihood to walk, roll, cycle, or use shared mobility tools such as public transit than the population as a whole and are at higher risk of injury or death while walking, rolling, or cycling. This policy calls for the prioritization of these populations when improving the transportation environment to decrease the adverse impact the City's current infrastructure and practices have on them.

To begin to address these inequities, the City must incorporate DEIA's Equity Atlas and applicable community data into the project prioritization process and develop an inclusive community engagement plan to reach our most vulnerable users and underrepresented populations. It is important to incorporate equity criteria that prioritizes underrepresented and underserved populations when evaluating maintenance as well as maintaining accessibility for everybody, including the most vulnerable users.



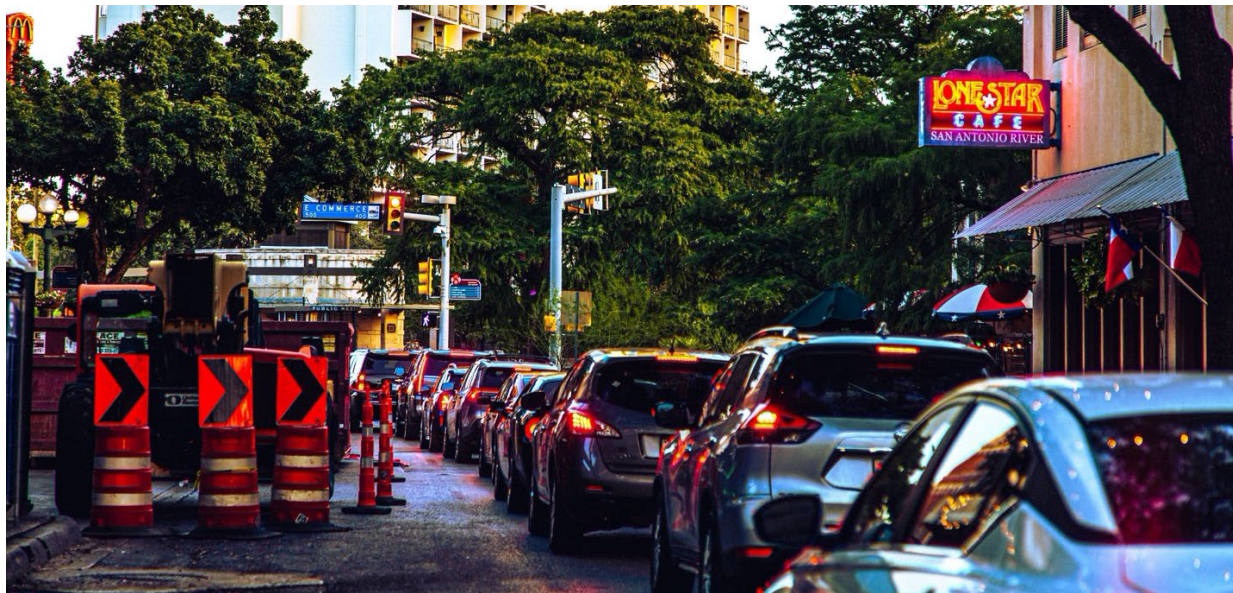
Complete Streets in All Projects and Phases



Complete Streets in All Projects and Phases

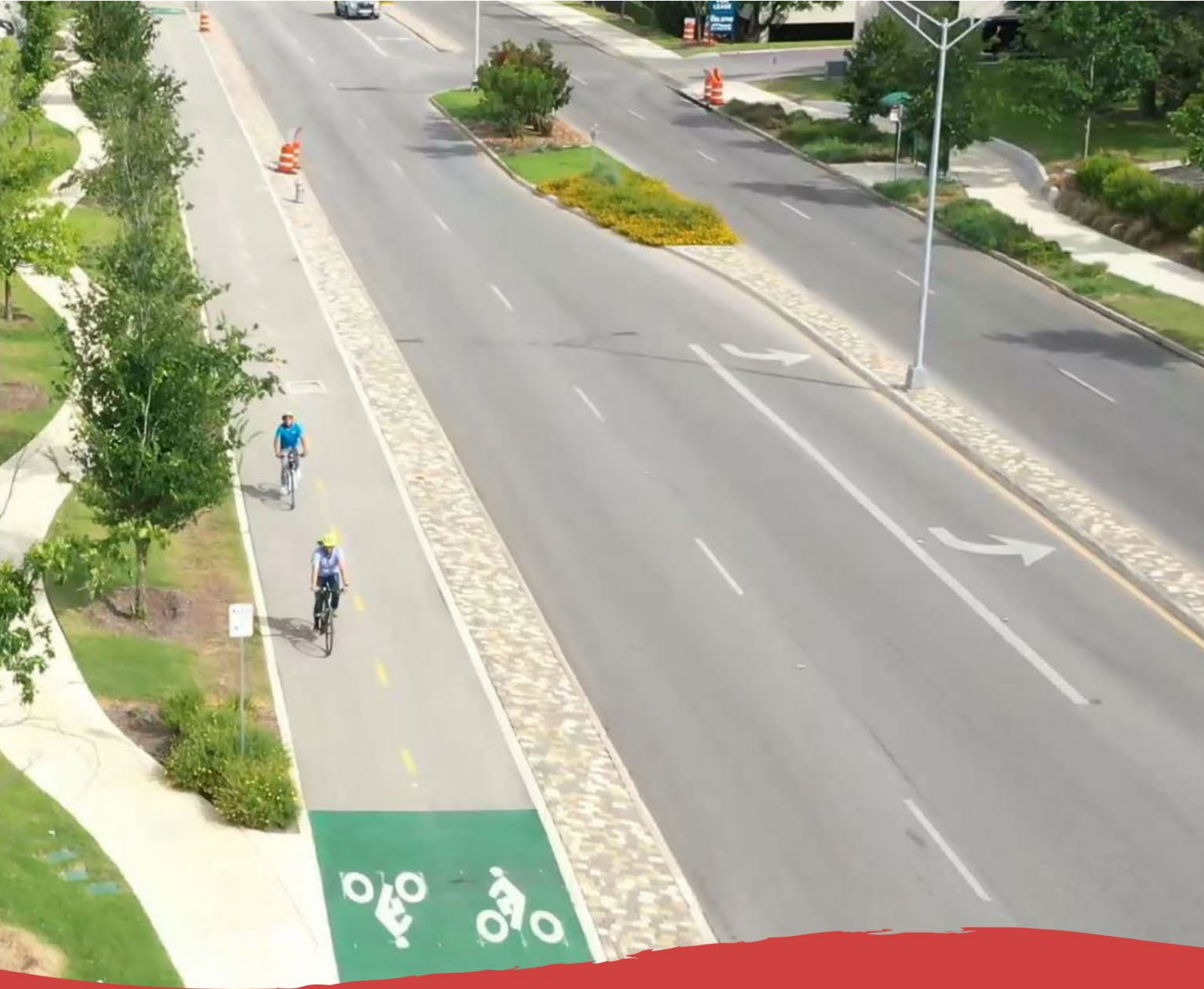
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All transportation projects are potential opportunities to make the City’s transportation network safer, more accessible, convenient, affordable, resilient, and reliable. This Complete Streets Policy must inform decision making throughout all phases of all transportation projects, from planning through design and construction, to ensure safe and equitable access to the transportation network and to ensure that multimodal options become accessible and attractive alternatives to cars. These procedures and core principles must apply to all transportation projects managed by the City or that go through the City review process including bond projects and projects funded by TxDOT or AAMPO dollars. This includes new construction and all maintenance such as reconstruction, resurfacing, restoration, signal upgrades, and rehabilitation. All infrastructure projects must comply with the Complete Streets Policy, as applicable (see Clear and Accountable Exceptions). In addition, all infrastructure projects must provide temporary accommodations for impacted road users during construction, regardless of department.



Construction and repair work can create a burden, especially for people walking, rolling, cycling, or using wheelchairs or other mobility devices. To ensure public safety and mobility, permits are required to operate in the City’s ROW. Through permitting, the City can ensure that all construction activities are well coordinated, and impacts are mitigated to reduce public inconvenience, guarantee proper street repair, and ensure all regulations

are enforced appropriately. Therefore, the City must require that all public departments and private contractors provide temporary construction accommodations that serve all people using all modes of transportation so they can continue to use the street safely or be provided a detour route during any construction or repair work that infringes upon the right-of-way, sidewalk, bike lanes, transit stops, or accessibility infrastructure. Accommodations should be in accordance with this policy PROWAG, TAS, and the Texas Manual for Uniform Traffic Control Devices (MUTCD).



Design

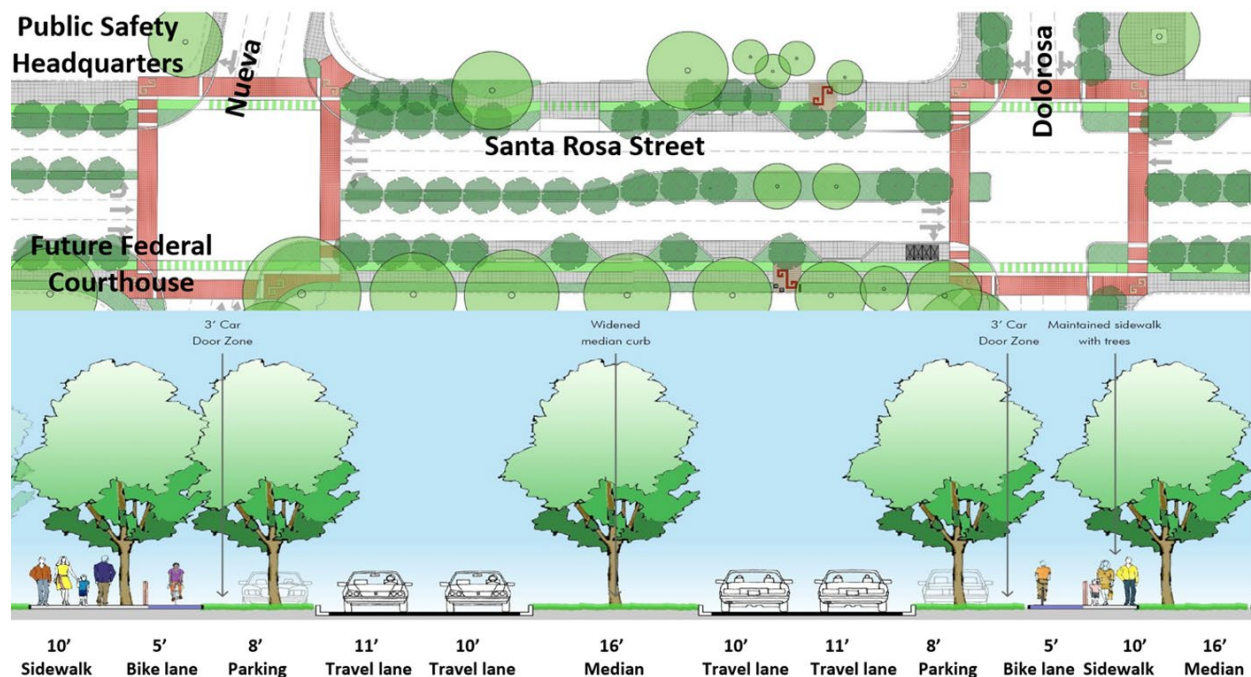


Design

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The City strives to use the best and latest design standards and guidelines to maximize design flexibility and innovation, and to ensure that design solutions are proactively applied to address the safety and comfort of everyone using San Antonio streets. The City must follow established design standards that provide guidance on multimodal street design and support Complete Streets and Vision Zero goals. The transportation staff will develop a design guide that looks to cater to San Antonio's specific needs that will be reviewed and approved by the Complete Streets Technical Review Committee. The City's design guide will be grounded in, but are not limited to, the following:

- The National Association of City Transportation Officials (NACTO), Urban Street Design Guide
- The National Association of City Transportation Officials (NACTO), Urban Bikeway Design Guide
- The National Association of City Transportation Officials (NACTO), Transit Street Design Guide
- The National Association of City Transportation Officials (NACTO), Urban Street Storm Water Guide
- The Institute of Transportation Engineers (ITE), Implementing Context Sensitive Design on Multimodal Corridors: A Practitioner's Handbook
- The Institute of Transportation Engineers (ITE), Designing Walkable Urban Thoroughfares: A Context Sensitive Approach
- Public-Right-of-Way Accessibility Guidelines (PROWAG), Texas Accessibility Standards (TAS), and other legally applicable standards and guidelines for accessible design
- Universal Design Principles and Goals
- San Antonio River Authority (SARA), San Antonio River Basin Low Impact Development TECHNICAL DESIGN GUIDANCE MANUAL
- The American Association of State Highway and Transportation Officials (AASHTO) Guide for Planning, Designing and Operating Pedestrian Facilities
- Sustainable Site Certification Standards, The Sustainable Sites Initiative
- Envision Design Standards, Institute of Sustainable Infrastructure



The City of San Antonio exists in a subtropical climate that borders a semi-arid climate. To meet Complete Streets goals, the City must make different modes of transportation possible and safe in multiple types of weather including the extreme heatwaves, flash floods and torrential downpours, and hailstorms that occur throughout the year. While striving to make all modes of travel safe and comfortable, the City strives to address the ways the natural and built environment can coexist and serve San Antonians. The design guide should also provide tools and recommendations that address stormwater concerns, green infrastructure, and sustainable practices. The design guide should also provide tools and recommendations that address stormwater concerns, green infrastructure, and sustainable practices. The guide should encourage incorporating nature into design which in turn will improve air and water quality, decrease heat island effect, impact public health outcomes, provide greenspace and improve quality of life for people and wildlife. The Transportation Department will begin development of the design guide and integration into City policies within a years' time of this policy's adoption.



Land Use Context and Sensitivity



Land Use Context and Sensitivity

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The Complete Streets approach is not a “one-size-fits-all” solution. It does not mean that every street will have all elements to accommodate all modes of transportation in the same manner. Implementation of Complete Streets design elements must be done in a context-sensitive manner with respect to the surrounding community, its natural and built environments, demographics, culture, current and future land uses, on-going and future plans, and transportation needs. In addition to improving safety and mobility, this approach to process and design aims to support a range of goals—such as enhancing scenic, historic, and environmental resources, ensuring access to business, and allowing for street designs to be flexible and sensitive to community needs and values—to better balance economic, social, and environmental objectives.



There is an inextricable connection between land use and transportation. For instance, streets convey stormwater runoff to rivers and creeks and, thus, contribute pollution to these natural resources if not mitigated. Transportation facilities and investments influence connectivity, development, and neighborhood character. In turn, land use and development patterns affect travel behavior and help determine whether walking, rolling, cycling, and public transportation are appealing, accessible, and convenient transportation options. Therefore, complementary land use policies and zoning ordinances are needed for effective Complete Streets Policy implementation to occur. This can be done by, for example, creating walkable destinations in neighborhoods and/or moderate – to – high-density mixed-use areas in urban nodes and regional centers, and transit-oriented development in appropriate locations along high-capacity and/or frequent transit corridors.

To this end:

1. The City must continue to support coordination between its Transportation, Planning, Public Works, Neighborhood and Housing Services, Economic Development, DEIA, and Development Services departments to identify opportunities to integrate land use and transportation in plans, policies, and practices.
2. The City must review and, in coordination with the development and real estate community, revise land use policies, plans, zoning ordinances, and/or other relevant documents and procedures to incorporate the vision of this Complete Streets Policy. This could include the SA Tomorrow Comprehensive and Multi-Modal Transportation plans, the Major Thoroughfare Plan and the Unified Development Code. After a comprehensive review of existing documents, a timeline must be established for these revisions to be completed.
3. In revising existing, or developing new, transportation plans and/or design guidelines, the City must specify how transportation projects will serve current and future land uses and must consider developing new street typologies that consider the adjacent land uses, densities, context, and local character and culture of the surrounding neighborhoods, as well as natural environments and hydrological characteristics for integration of green stormwater infrastructure.
4. In certain instances, significant public investment in transportation infrastructure can trigger an increase in land values and housing costs. In the planning phases of large-scale transportation projects, the City must ensure collaboration between its Transportation, Planning, Public Works, Development Services, DEIA, and Neighborhoods and Housing Services departments to thoroughly consider measures to preserve housing affordability and increase new affordable housing options to help meet community needs and mitigate unintended consequences such as involuntary displacement tied to gentrification.



Implementation Steps

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Implementation Steps

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By implementing this Complete Streets policy, the City must approach every transportation project as an opportunity to enhance mobility for people using all modes of transportation and to increase the attractiveness of walking, rolling, cycling, and transit relative to car travel. Below are steps that will assist the City in making the Complete Streets approach a routine and integral part of its everyday practices.



The Transportation Department and the Complete Streets Technical Review Task Force must take the lead on the implementation of this Complete Streets Policy. Below is an implementation chart that will guide the City's first steps in implementing this Complete Streets Policy and will be used as a short-term benchmark by the standing transportation committee in assessing the activation of this updated Complete Streets Policy. The progress on implementation must be documented in annual reports, and timelines for completing identified tasks (such as reviews and revisions of existing documents and development of new plans, tools, or performance measures) must be established.

Coordination and Oversight

To ensure the City is updating and meeting design standards for Complete Streets, a task force that includes City officials, multiple internal departments, development stakeholders, community stakeholders including representatives from prioritized populations, and partnering organizations and municipalities will be utilized to review policy changes, policy updates, and determine if the City is meeting the short-term performance measures determined in this document and accompanying Complete Streets implementation tools.



The City, led by the Transportation Department, must establish a Complete Streets Technical Review Task Force. The Technical Review Task Force must be responsible for overseeing internal operations and ensuring inter-departmental coordination. Possible representatives or designee include:

- Transportation Director (Chair of the Committee)
- VIA Metropolitan Transit Authority President/CEO
- Director of Planning
- Director of Development Services
- Director of Public Works
- Chief Resiliency Officer
- Director of City of San Antonio Metropolitan Health District
- Director of Parks and Recreation

- A City Manager's Office representative
- Housing and Community Development Director
- San Antonio Fire Department Chief
- San Antonio Police Department Chief
- Chief Sustainability Officer
- Director DEIA
- Disability Access Office representative
- Director of Neighborhood and Housing Services
- Director of Office of Historic Preservation/Historic Preservation Officer
- A representative from CPS
- A representative from SAWS
- A representative from a standing Transportation Committee
- External issue area experts such as representatives from academic institutions and other public entities
- Representatives from Advocacy groups
- Representatives from registered Neighborhood Associations and Community organizations
- Representatives from local and national planning and transportation organizations

The Complete Streets Technical Task Force will meet at the request of the Chair as frequently as required to perform its duties and at least once per quarter. The Task Force will coordinate the implementation of the policy and its implementation goals throughout City departments. The Task Force will play a pivotal role in the successful implementation of this policy by actively supporting initiatives put forward by the committee within their own departments and supporting changes in procedures to meet the requirements of this policy. After meeting certain benchmarks, determined by the standing Transportation Committee described below, the Task Force will dissolve.

As a critical accountability measure, the City must rely on a standing Transportation Committee to provide oversight and assist with any issue impacting the implementation of this policy. The standing Transportation Committee will be used by multiple initiatives such as Vision Zero, Bike Network Plan, and Transit-Oriented Development in the same capacity. To the extent possible, the standing Transportation Committee must provide a holistic representation of San Antonio's diversity and, if possible, include representatives from these communities/populations themselves. Senior-level staff from the San Antonio Transportation Department and other appropriate City departments will participate in the standing Transportation Committee's meetings to ensure accountability, communication, and action.

The standing Transportation Committee must have an active role in overseeing the Complete Streets Policy implementation and must bring accountability to the process by providing input on the implementation steps identified in this policy, as well as on the review of exceptions, project prioritization and selection, funding allocation, and advocacy and engagement around Complete Streets projects.

The Transportation Department and the Complete Streets Technical Review Task Force must take the lead on implementation of this Complete Streets Policy until it's dissolution. At which time the Transportation Department will continue to lead implementation with the continued oversight of the standing Transportation Committee.

Implementation Chart

The Transportation Department and the Complete Streets Technical Review Task Force must take the lead on the implementation of this Complete Streets Policy. Below is an implementation chart that will guide the City's first steps in implementing this Complete Streets Policy and will be used as a short-term benchmark by the standing Transportation Committee in assessing the activation of this updated Complete Streets Policy. The progress on implementation must be documented in annual reports, and timelines for completing identified tasks (such as reviews and revisions of existing documents and development of new plans, tools, or performance measures) must be established.

Implementation Chart	
Staffing Needs:	
1.	Hire/Reassign staff for a Complete Streets Team that will oversee all aspects of the Complete Streets Policy including its implementation.
Education:	
2.	Education of the general public is a key factor in overall support and use of a multimodal transportation network. Education on the Complete Streets approach is necessary to gather support of projects on and changes to San Antonio streets. As the City improves streets and introduces new interventions that change the nature of San Antonio streets; education on how to use the interventions will play a role in safety.
3.	Offer training opportunities at least once per fiscal year to boost staff capacity in Complete Streets Policy implementation. Trainings can focus on Complete Streets design and implementation, community engagement, equity, smart technology, green infrastructure, or other relevant topics. Complete Streets education can be a joint effort with the Vision Zero educational efforts being conducted by the City. The general public may also be included in these trainings, whenever feasible.
4.	The City must encourage and facilitate professional development in the Complete Streets approach by sending staff to national conferences or other trainings.
Analysis of current policy and needed updates:	
5.	Identify, review, and revise existing relevant procedures, plans, regulations, and other processes for consistency with the Complete Streets Policy. Including updating the Complete Streets checklist currently in use.
6.	Review and revise street design standards currently used in the planning, designing, and implementation phases of transportation projects to ensure that they reflect the best available design guidelines for effectively implementing Complete Streets facilities and the City's Design Guide Manual.

7. Identify ways to improve other City practices to better align with the vision and intent of the Complete Streets Policy and changing trends in the industry, including smart technologies, parking regulations, universal design principles and goals, and guidelines for transportation impact studies that include multimodal metrics

Toolkit development:

8. Draft a Complete Streets Design Guide Manual based on current best practice standards. This Design Guide Manual should be updated when necessary to maintain compliance with national standards and innovative practices and be publicly available online in spaces such as SASpeakUp and other City outlets.

9. Develop a project prioritization tool, as referred to in the project prioritization section

10. Create a plan to ensure robust, meaningful, and inclusive community engagement, with a particular emphasis on engagement of communities that have traditionally been underrepresented in city planning and decision-making processes to approach public engagement in the project selection, design, and implementation process. The plan must include specific strategies for overcoming barriers to engagement associated with race/ ethnicity, income, age, disability, English language proficiency, vehicle access, non-traditional schedules, and other factors linked to historic disenfranchisement. The plan must include an evaluation of these outreach efforts to include in the annual report, as detailed in the Performance Measures section.

11. Identify performance targets and select performance measures.

Project Implementation:

12. Implement automobile speed-management strategies – such as right-sizing, striping narrower lanes, narrowing turn radii, and adding traffic-calming and or green stormwater infrastructure features like speed tables, bioswales, soil cells, neighborhood traffic circles, curb extensions, and chicanes – during planned maintenance and operations as well as retrofitting projects.

13. Where appropriate, experiment with the use of techniques, such as “quick builds” and “lighter, quicker, cheaper” techniques utilizing temporary materials – like paint, planters, and portable street furnishings – for a variety of Complete Streets enhancements (such as protected bike lanes, traffic calming and management features, plazas, parklets, and intersection and safety improvements) to test out ideas, implement pilot projects, and gather community input more quickly. Through this testing process the City can determine the viability of such enhancements for the use of service vehicles as well. Projects utilizing this technique will assist in increasing public awareness of safety infrastructure, while providing relatively cheap and quick safety enhancements. The City will include signage and host/attend community events to brief the public on the safety benefits at select project locations.



Jurisdiction



Jurisdiction



Collaboration

Implementing the Complete Streets Policy is the work of various City departments, as well as private partners who manage or fund projects that impact the right-of-way, the transportation network, and/or the public realm. Collaborations among multiple City departments and other entities are necessary to identify opportunities to incorporate Complete Streets elements and to implement them. Coordination is required between City departments to accomplish goals set forth in this updated Complete Street Policy.

The City must make every effort to work with other entities such as Bexar County, TxDOT, Alamo Area Metropolitan Planning Organization, VIA Metropolitan Transit Authority, adjacent municipalities, school districts, railroad right-of-way owners, and public and private utilities to develop facilities and accommodations that further the City's vision of a connected, integrated transportation network.

Private Developer Compliance

The City must work closely with relevant entities to incorporate Complete Streets elements into transportation projects located within the City boundaries but not under the City's direct control, such as state-owned roadways. In some cases, projects that impact the right-of-way are managed and funded by non-governmental partners. Therefore, to ensure consistency in the new construction or reconstruction of public streets, the City must ensure that private development complies with this Policy through design and development standards to be incorporated into the Unified Development Code (UDC) and other documents as applicable.

Within a year of this policy passing, the City must begin a review of City policies, procedures, and regulations to propose updates to meet the goals of this Complete Streets Policy. Any UDC amendments proposed during this review will be submitted during the normal UDC amendment cycle. Through these changes in City policy and code, the City will advance towards the vision of San Antonio Complete Streets and our San Antonio Vision Zero goal of zero pedestrian deaths.



Performance Measures

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Performance Measures

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The City is committed to tracking and evaluating the progress of its Complete Streets Policy implementation. The Complete Streets Technical Review Task Force must establish performance targets and identify performance measures under the following categories, in consultation with the standing Transportation Committee and any additional experts, as needed.



The performance measure development process will involve considerations such as data availability and strategies for systematic collection of data over time and will include entities responsible for collecting it as well as possible partnerships with entities outside of the City, such as hospital systems, transit authorities, economic development organizations, local advocacy organizations, and regional higher education institutions.

Performance measure tracking and reporting may start with utilizing existing data, and the collection of additional important data may be phased in. Performance measures presented in the following table must be considered as candidate performance measures.

These include measures that utilize both quantitative and qualitative data collection methods (such as intercept surveys, focus groups, and interviews) that highlight the perspectives and experiences of individuals, thereby painting a more holistic picture of how Complete Streets Policy implementation impacts people’s lives. Measures of equity must be integrated into the performance measures to track progress on inclusive community engagement and the relative share of projects implemented in low-income communities, communities of color, and low-vehicle-ownership neighborhoods, in accordance with the project prioritization tool referenced in Project Selection Criteria.

In partnership with the standing Transportation Committee, the Complete Streets Technical Review Task Force must produce an annual report documenting the progress of Complete Streets Policy implementation—including performance targets, performance measures, exceptions granted to this Policy along with documented reasons, and an update on the items outlined in the implementation chart. The report must be released publicly online and presented to the Mayor and Council. After the dissolution of the Task Force, City staff and the standing Transportation Committee will conduct a review of Complete Streets efforts and provide a similar report for review by Council and the public annually. The department should maintain an online repository for the documents to be accessed using SASpeakUp or other public engagement tools.

Recommended Performance Measures

RECOMMENDED PERFORMANCE MEASURES	
	Changes to the Transportation Planning Process:
Updating Documents:	Review/revision of plans/policies/design standards, and other relevant documents and procedures to support a Complete Streets approach
Training and Hiring Staff:	Percentage of staff trained, hours and content of trainings; incorporation of “Complete Streets expertise” in Transportation Department hiring criteria
Engaging the Public:	Quality and quantity of community engagement throughout all phases of transportation projects
	New Complete Streets Investments:
Projects:	Mileage, type, and location of new or improved walking, rolling, cycling and transit facilities that increase pedestrian, cycle, and/or transit level of service
Equity:	Mileage, type, and location of improvements in targeted census blocks
Funding:	Total and percentage of transportation funding allocated to projects that improve pedestrian, cycle, and/or transit level for service

Green Infrastructure and Shade:	Amount of green stormwater infrastructure (number of features, change in pervious area, and retention volume), supported number of shade trees or artificial shade, and change in shade tree canopy incorporated in transportation projects.
Connectivity:	How many improvements filled gaps in targeted network plans
Accessibility:	Progress on construction or installation of accessible and universally designed pedestrian infrastructure.
	Project-Based Community Benefits:
Travel Behavior:	Changes in walking/rolling/cycling volumes and/or transit ridership and average daily traffic (ADT) as appropriate.
Safety:	Changes in the number and rate of crashes by mode and severity; changes in motor vehicle speed and travel times; number and types of citations issued and/or traffic violations observed; people's perceptions of safety, measured through intercept surveys or similar methods; changes in violent crime rates as a measure of non-traffic safety, as appropriate.
Equity:	Changes in combined costs of housing and transportation where major Complete Streets improvements are implemented) in addition to the equity criteria associated with project selection, funding allocation, and community engagement, as outlined in the previous performance measures.
Quality of Life:	Changes in the perceived quality of life of residents in neighborhoods adjacent to implemented projects.
Economic Vitality:	Changes in property values, vacancy rates, retail sales, number of overall business establishments and local businesses, and associated jobs attracted to the project area; business owner and customer perceptions and travel mode choices measured through surveys; temporary construction jobs created.
	Long-Term Community Benefits:
Travel Behavior:	City-wide changes in mode split and vehicles miles traveled (VMT) and/or single occupancy auto commute trips over time.
Safety:	Number, rate, and location of crashes by mode and severity; injury and fatality rates by population characteristics such as race, income, gender, ability, and age.
Equity:	Percent of populations/communities identified in the project prioritization tool (referenced in Project Selection Criteria Section) that is served by and has direct access to Complete Streets facilities; changes in housing and transportation costs over time for these populations/communities.

Health:	Rates of hypertension, heart disease, diabetes, obesity, asthma, depression, and other chronic illnesses by race, age, ability, and income over time; rates of meeting physical activity recommendations by race, age, ability, and income over time.
Environment:	Annual changes in Air Quality Index levels; changes in the shade canopy coverage to mitigate urban heat island effect and heat stress of vulnerable populations. Active mitigation of stormwater runoff and no significant increase in stormwater runoff in relation to river and stream pollution.



Project Selection Criteria



Project Selection Criteria

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Allocating funding to projects with Complete Streets design elements is key to building a safe, accessible, and interconnected transportation network. To facilitate this, the Complete Streets Technical Task Force, in collaboration with Transportation Department staff, must develop a project prioritization tool within a year of policy adoption based on a point system to prioritize projects that improve safety and increase multimodal level of service. This tool will be used during the bond selection process and will be used within other departments to improve the development of public and private streets.



Any regional or local projects already prioritized for funding in the Transportation Improvement Program (TIP) prior to developing the project prioritization tool must automatically be included in the priority list but must include as many Complete Streets elements as possible within the criteria set by the funding source. This prioritization tool should be used in all infrastructure-oriented projects conducted by the City but a pilot program will be developed.

The tool must incorporate various ranking criteria including an analysis of walking/rolling bicycling/transit demand, network connectivity, existing crashes/fatalities, multimodal level of service improvements, and inclusion of Complete Streets elements. Network

connectivity is important as the City creates projects that connect key destinations such as schools, parks, employment centers and grocery stores. Transit-rich areas can also be used to help prioritize projects as transit-oriented development becomes a focus in the City. Criteria must reference mitigation of stormwater runoff pollution to the local river and creek network. The tool must also incorporate criteria to ensure equitable implementation of this policy, to help alleviate disparities by prioritizing geographic areas and communities that are identified by the U.S. Department of Transportation as historically disadvantaged communities. Additionally, the tool must further prioritize projects with Complete Streets elements in neighborhoods where residents disproportionately rely on low-cost mobility options and must, at a minimum, include criteria for direct investments in neighborhoods with higher concentrations of low-income individuals, people of color, and households without access to a private automobile.

The tool must also include additional equity-focused criteria to prioritize projects that directly benefit other vulnerable users of the transportation system such as children, older adults, and people with disabilities. This tool must also utilize the City of San Antonio's Equity Atlas and the ADA Sidewalk Transition Plan to help us better select projects with an emphasis on equity. Health impact assessments may also be utilized during the project decision making processes to evaluate the health effects of proposed projects and to promote health equity.



Exceptions

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Exceptions

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Recognizing that transportation networks are complex and street design should be context sensitive, this policy identifies a limited number of circumstances in which exceptions may be granted. The exception process for City public infrastructure projects places an emphasis on transparency by providing public notice with the opportunity for comment and requiring clear, supportive documentation justifying the exception for each mode. All new and in-progress City public infrastructure projects must comply with the Complete Streets Policy and all projects currently in-progress must comply to the Complete Streets Policy unless they qualify for an exception. Exceptions to the Complete Streets Policy may be granted upon review and approval under the following circumstances:

1. Accommodation is not necessary on roadways where specific users are prohibited, such as pedestrians and cyclists on interstate freeways.
2. Cost of accommodation is excessively disproportionate to the need or probable use.
3. There is a documented absence of current and future demand based on factors such as pedestrian and cyclist counts, land use, or connectivity
4. Funding source is restricted in terms of how it can be used. There must be an analysis of other funding options to confirm that the development cannot be done in a way that meets Complete Streets requirements.
5. Project is in final design or construction as of the effective date of this Policy.
6. Project involves emergency repairs that require immediate, rapid response (such as a water main leak). Temporary accommodations for all modes must still be made whenever feasible. Depending on severity and/or length of time required to complete the repairs, opportunities to improve multimodal access must still be considered where possible as funding allows.
7. Project involves routine maintenance that does not change the roadway geometry or operations, such as mowing, sweeping, or spot/pothole repair.

Any request for exceptions within categories 1-4 above must be reviewed by the Complete Streets Technical Review Task Force. Once the Complete Streets Technical Review Task Force dissolves the review of public comments will be conducted by the standing Transportation Committee.

City staff must put into writing a request for an exception and provide supporting documentation on how the project fits into one of the exception categories. The request must include public notice prior to review and allow for public comment that will be

considered during the decision-making process conducted by the Complete Streets Technical Review Task Force.

The Transportation Department Director must provide the final ruling on whether or not to grant the exception after receiving comments from the Technical Review Task Force/standing Transportation Committee. The decision must be documented with supporting data that indicates the basis for the decision, and all documents must be made publicly available.



Categories 5-7 do not require the exceptions review process as outlined above. Projects that inadvertently impact transportation and were previously exempted from the Complete Streets Policy may have the exemption reversed by the Transportation Department Director, following a review by the Complete Streets Technical Review Task Force.

As mentioned previously in this policy, private development complies with this policy through design and development standards in the Unified Development Code (UDC) and other codes and ordinances as applicable. Additionally, the UDC addresses

variance and exception processes when a development application requests to vary from code requirements. Private development will continue to comply with that process.

Appendix

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Appendix A: Plan Goals addressed by Complete Streets Policy Update:

- SA Tomorrow Comprehensive Plan Goals
 - Community health and Wellness Goal 5: San Antonio is a Vision Zero City that is committed to eliminating traffic fatalities and serious injuries.
 - Transportation and Connectivity Goal 1: San Antonio has a world class multimodal transportation system, providing safe and comfortable connectivity to residential, commercial, education, cultural, healthcare, and recreation opportunities.
 - Transportation and Connectivity Goal 2: San Antonio's transportation system supports the city's competitiveness in the regional, national, and international economy.
 - Transportation and Connectivity Goal 3: San Antonio's transportation and connectivity networks support a high quality of life and strong, healthy communities.
 - Transportation and Connectivity Goal 4: San Antonio builds, manages and maintains its transportation and connectivity system cost-effectively in order to meet current and future needs and expectations.
 - Transportation and Connectivity Goal 5: San Antonio provides a range of convenient, safe and comfortable active transportation options for all users and abilities and many regularly use multimodal options such as walking, biking and transit. (See also Community Health and Wellness Goal 4)
 - Transportation and Connectivity Goal 6: San Antonio utilizes technology and other innovative services and solutions to ensure predictable and reliable travel throughout the city.
 - Transportation and Connectivity Goal 7: San Antonio's roadway system has managed congestion and is efficient for residents and businesses.
 - Transportation and Connectivity Goal 8: San Antonio is a world leader in moving people and goods safely, efficiently and sustainably.
- SA Tomorrow Multi-Modal Plan Actions
 - Implement targets that designate funds for projects that improve ALL modes, including walking, biking, and transit-supportive
 - Educate residents of San Antonio on Complete Streets and how they can benefit them to enhance and connect neighborhoods and Regional Centers

- Consider policies to reduce or eliminate on and off-street parking where there are existing or planned major connections in the transit, cycle, and/or pedestrian networks
- Develop policy structure to commit to a pedestrian/cycle/transit friendly environment in all regional activity centers identified in Comprehensive Plan.
- SA Tomorrow Sustainability Plan Outcomes
 - New development is affordable, mixed use, transit oriented and is designed for walking, biking, and electric vehicle infrastructure.
 - All neighborhoods within San Antonio have appropriate amenities to support safe walking and biking.
- SA Climate Ready, Climate Action and Adaptation Plan
 - Mitigation 10: Vehicle Miles Traveled - Reduce vehicle miles traveled per person throughout the City, prioritizing the reduction of VMT in single-occupancy vehicles by diversifying transportation choices.
 - Mitigation 11: Connectivity/Walkability - Accelerate connectivity and walkability by prioritizing the funding and construction of infrastructure for micromobility modes such as walking, biking, and other human-powered transportation with an emphasis on the protection of vulnerable road users.
 - Mitigation 12: Sustainable Land Planning and Development – Support and incentivize the development and redevelopment of more compact, connected, cost-effective, and resilient neighborhoods and districts.
 - Mitigation 20: Urban Heat Island- Analyze and quantify the urban heat island (UHI) in San Antonio and develop an implementable and impactful UHI mitigation and adaptation plan with a focus on vulnerable populations and ecosystems.
 - Mitigation 21: Ecological Planning and Climate-Sensitive Design- Integrate climate mitigation and adaptation into existing land development review and permitting processes with a goal of maximizing the benefits of natural geographic and watershed features.
 - Adaptation Strategies 11: Resilience in Building Codes and Programs- Assess opportunities to integrate resilience measures (e.g. water and temperature regulation, resilient landscaping measures within Low Impact Development, Build SA Green, Under 1 Roof programs) into building codes, existing building programs and checklists to reduce impacts from projected climate change over the lifetime of developments.
- EDD Strategic Framework
 - 2.1.3. Corridors. Invest in redevelopment along aging commercial corridors to help re-envision low-density commercial zones as more dense, walkable, livable, mixed-use areas with the potential to attract new private sector investment that aligns with market opportunities.

- 2.3.2. Transportation. Prioritize investments in the multimodal transportation opportunities identified in the SA Tomorrow Multimodal Transportation Plan to maximize connectivity and capability and support San Antonio's growing economy.
 - Advocate for continued project prioritization to align with place-based development opportunities along aging commercial corridors.
 - Support the implementation of the Vision Zero action plan to achieve zero fatalities or serious injuries on San Antonio roadways.
- Vision Zero Action Plan
 - Engineering Key Actions:
 - Continue to implement the Complete Streets policy by ensuring that projects meet the needs of all people of different ages and abilities.
 - Enhance safety and accessibility by offering connected and seamless transportation networks for people walking and biking for all ages and abilities by eliminating sidewalks gaps and improving disability access.
 - Ensure that infrastructure not only meets ADA minimums but also exceeds those standards for accommodations such as curb ramps, unobstructed sidewalks and crossings, crosswalks and passage through center islands in streets, accessible pedestrian signals, and other tools that facilitate great mobility for people with disabilities wherever a pedestrian way is newly built or altered.



Mayor Nirenberg & San Antonio City Council,

September 19, 2024

As members of the San Antonio Complete Streets Coalition and organizations dedicated to improving the health, safety, and quality of life for all in San Antonio, we ask you to pass an updated Complete Streets ordinance for the City of San Antonio.

The updated Complete Streets policy will improve the process for how San Antonio designs and builds our streets and roads. Instead of focusing solely on motor vehicles, neighborhoods would be designed and built for the safety of all users including those who walk, bike, use a wheelchair, use public transportation, and drive. It will strengthen collaboration and coordination between all city departments that play a role or have a stake in our city's streets and embed equitable and inclusive community engagement into the process.

In addition, the new Complete Streets policy will serve to improve the health and quality of life for all in our community. Children and families will become more active with access to complete streets and sidewalks, and we know encouraging families to walk and bicycle helps to prevent diabetes, heart disease, and strokes.

For over two years our coalition has worked with city staff, community groups, and stakeholders to develop a strong and robust complete streets policy that considers San Antonio's unique transportation needs, existing systems and processes, and national best practice standards. Additionally, there has been significant community engagement and media coverage to educate our community on the importance of updating our complete streets policy. This outreach has resulted in strong and diverse support from various segments of our city including our healthcare community, active living community, disability community, older adult community, education community, environmental community, and more.

We appreciate the partnership and collaboration with city staff and the support of city leadership on this important effort. Please support an updated Complete Streets policy for the City of San Antonio!

Sincerely,

AARP San Antonio
 Action for Healthy Kids
 ActivateSA
 AIA San Antonio
 Alamo Area MPO
 American Heart Association
 Bike San Antonio
 Black Girls Do Bike San Antonio

Brooks
 Centro San Antonio
 disABILITYsa
 Earn-A-Bike
 Ghisallo Cycling Initiative
 Great Springs Project
 Salud America!
 San Antonio Area Foundation

San Antonians for Rail Transit
 South Texas Offroad Mountain Bikers (STORM)
 Strong Towns San Antonio
 The Nature Conservancy Texas
 Tech Bloc
 UTSA
 Westcare Foundation

ORDINANCE

2024-09-19-0701

ADOPTING THE ANNUAL CONSOLIDATED OPERATING AND CAPITAL BUDGETS FOR THE CITY OF SAN ANTONIO FOR FY 2025 THAT BEGINS OCTOBER 1; APPROVING PROJECTS INCLUDED IN THE FY 2025 TO FY 2029 FIVE-YEAR INFRASTRUCTURE MANAGEMENT PLAN; APPROVING THE FY 2025 TO FY 2030 SIX-YEAR CAPITAL IMPROVEMENTS PROGRAM FOR THE CITY OF SAN ANTONIO; APPROVING CERTAIN CONTRACTS; PROVIDING FOR A ONE-TIME ANNUITY INCREASE FOR RETIREES AND THEIR BENEFICIARIES AND A REVISION TO THE CITY'S CONTRIBUTION RATE, IN CONNECTION WITH THE TEXAS MUNICIPAL RETIREMENT SYSTEM; AUTHORIZING PERSONNEL COMPLEMENTS; APPROPRIATING FUNDS; AND AMENDING RELATED ORDINANCES.

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WHEREAS, in accordance with Article VII of the City Charter, it is necessary to adopt a budget for the period commencing October 1, 2024, and ending September 30, 2025 ("FY 2025"); and

WHEREAS, a Proposed Annual Budget for FY 2025 has been prepared by the City Manager in accordance with Article VII of the City Charter, and presented to the City Council; and

WHEREAS, Community budget input was gathered through a statistically valid survey and the SASpeakUp campaign prior to the development of the Proposed Budget; ten in-person Council District meetings, one youth town hall, and two Citywide Budget Public Hearings were held after the Proposed Budget was presented to City Council on August 15, 2024; and

WHEREAS, following eleven City Council budget work sessions, the Proposed Budget was considered by the City Council on September 19, 2024; and

WHEREAS, after presentation and consideration of several amendments set forth in a statement, as required under Article VII of the City Charter, the City Council by this Ordinance adopts the FY 2025 Budget: **NOW THEREFORE:**

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:

SECTION 1. Annual Operating Budget.

The Proposed Annual Budget, as set out in **Attachment 1**, and as amended by **Attachment 2**, **Attachment 3**, **Attachment 10** and **Attachment 30**, all of which are attached hereto and incorporated herein for all purposes, and the following Sections of this Ordinance, is hereby approved and adopted for FY 2025.

SECTION 2. Appropriations.

The sums set forth in **Attachment 3** are hereby appropriated for FY 2025 for the different City Departments and purposes of the City.

- A. The City Manager, through the Director of the Office of Management and Budget, is hereby authorized to distribute funds from the Non-Departmental Budget in the General Fund allocation after a review process is conducted to determine appropriate budget levels for capital outlay.

SECTION 3. Budgeted Financial Reserves.

The use of Budgeted Financial Reserves will be authorized only after an analysis has been prepared by the City Manager and presented to the City Council that outlines the cost associated with the use of the reserves. The expenditure of funds, if necessary, shall be approved through the adoption of subsequent ordinance(s).

SECTION 4. Donations & Contributions.

Any donations or contributions the City receives from outside agencies, entities or private individuals during FY 2025 are hereby appropriated and authorized to be spent according to state law, charter requirements and the City's procurement policies and administrative directives.

SECTION 5. Mayor and City Council Budgets.

The Mayor's Office and each Councilmember shall be allocated an amount as set forth in **Attachment 4** and as listed below for FY 2025 to carry out daily operations of the Mayor and City Council Offices.

The Mayor and City Council Operating Budget will be appropriated and divided into two amounts to cover the time periods October 1, 2024, through May 31, 2025, and June 1, 2025, through September 30, 2025, and each respective amount will be available to carry out daily operations of the Mayor and City Council Offices for each period of time. The City Manager, through the Director of Office of Management & Budget, shall distribute funds to the FY 2025 budgets for Mayor and City Council and Constituent Offices to support the operations of individual City Hall Offices and City Council Constituent Offices, as needed, once established by the Mayor or City Councilmembers after the May 2025 Election.

Mayor and Council Budgets	FY 2025 8 Month Budget	FY 2025 4 Month Budget	Total FY 2025 FTE
Mayor	\$811,914	\$405,946	9
Council District 1	818,983	409,479	9
Council District 2	818,983	409,479	9
Council District 3	818,983	409,479	9
Council District 4	818,983	409,479	9
Council District 5	818,983	409,479	9
Council District 6	818,983	409,479	9
Council District 7	818,983	409,479	9
Council District 8	818,983	409,479	9
Council District 9	818,983	409,479	9
Council District 10	818,983	409,479	9
Total FY 2025 Budget	\$9,001,744	\$4,500,736	99

- A. **Mayor and City Council-Council Aide Budgets.** The table below lists the amounts included in the FY 2025 Budget to be contributed to the City of San Antonio Council Aides Local Government Corporation (LGC) as follows:

Council Aide Local Government Corporation	Total FY 2025 Budget
Council Aide Compensation	\$708,313
Payroll Taxes	53,556
Vehicle Allowance	21,600
Personal Leave Buy Back	15,221
Life Insurance	703
Texas Municipal Retirement System	105,612
Healthcare Contribution	88,124
Payout/extended leave	20,000
Total	\$1,013,129

The Mayor and each Councilmember may use the above funds to contract with the LGC for the services of no more than the equivalent of the positions in the above table for full-time Council Aides to assist them in serving constituents. The LGC will provide its full-time employees benefits that, to the extent legally permissible, mirror COSA non-executive, civilian benefits.

Council Aides are not City employees but are employees of the LGC and their pay and benefits are established through Resolution LGC-2021-05-20-0001R. **Exhibit A** of the Resolution is amended by **Attachment 5** which reflects the pay range changes contained within the FY 2025 Budget. All LGC employees will receive a 3.0% recurring across-the-board salary increase. The maximum salary for any Council Aide position, absent any annual increase applied to all City and LGC employees, may not exceed \$133,741.92.

These positions answer only to the LGC by whom they are employed and represent only the respective Mayor or Councilmember in serving constituents.

- B. **Mayor and City Council Compensation.** The Mayor and Councilmember compensation shall be paid in accordance with the terms set forth in Ordinance No. 2015-05-20-0423, and any future amendments approved by subsequent ordinance(s).
- C. **Mayor and City Council Expense, Car, and Cellular Phone Allowance.** The maximum amount available for reimbursement of expenses of the Mayor and each Councilmember, in connection with their official duties, is \$10,000. The maximum reimbursement may not be supplemented with funds from any other budgeted line item. Additionally, the Mayor and each Councilmember may receive a monthly \$70 cellular telephone allowance; and each may have the option of receiving a monthly \$600 car allowance, or reimbursement up to \$600 per month for business mileage, both incurred in connection with their official duties. Guidelines that govern the use and reimbursement procedures for the Mayor and City Council expense allowance are attached hereto and incorporated herein for all purposes as **Attachment 6** and are hereby adopted.

In the performance of their official duties, the Mayor and Councilmembers may need the City to contract for facilities to hold City-wide or Council District events. Subject to the review and recommendation of the City Attorney's Office, authorization to execute such contracts is granted to the City Manager, or his designee, as long as it follows current City of San Antonio procurement policies and is within the budgeted expense allowance.

Budgeted funds for establishment and operation of Constituent Office(s) shall be made available for expenditure, should establishment of such an office be desired by the Mayor or a Councilmember. All expenditures made from budgeted funds for payment of City Council Constituent Office rental contracts must be approved by the City Council through the adoption of subsequent ordinance(s).

SECTION 6. City Council Project Funds.

The amount of \$50,000 is hereby allocated in the Mayor and City Council Budget within the General Fund for the Mayor and each Councilmember for City Council Projects. The City Council Project Funds shall be spent in accordance with Ordinance No. 2013-11-07-0761 and as amended by Ordinance No. 2018-09-20-0743. The City Manager, or his designee, is authorized to execute City Council Project Contracts, in substantially the same form and content as shown in **Attachment 7**, which is incorporated herein for all purposes.

SECTION 7. Outside Agency Contracts.

The City Manager, or his designee, is authorized to make payment to the following outside agencies in accordance with the FY 2025 Budget, and their respective contracts, as provided below.

- A. **Delegate Agency and Other Contracts.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute contracts as necessary, in substantially the same forms as shown in **Attachments 8 & 9**; and with such revisions as are first approved by the City Attorney's Office, with each of the Agencies and for the amounts indicated in **Attachment 10**, and to incorporate as attachments to the contracts, the project-specific scope of work, performance measures, and budgets. The City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities set forth in **Attachment 10** if an entity is unable to provide the service indicated, fails to comply with the document submission prerequisites or requires additional funding to address the increased needs of the community. Any excess funds resulting from contract amendments or contract non-compliance may be reallocated by the City Manager in accordance with applicable City policies and guidelines.
- B. **After School Challenge Program Contracts.** The City Manager, or his designee, is authorized to negotiate and execute After School Challenge Program contracts as necessary, in a form first approved by the City Attorney's Office, with each of the governmental entities shown in **Attachment 10** for the amounts indicated therein.
- C. **Haven for Hope Funding.** The FY 2025 Budget includes a total allocation of \$8,463,013 in General Fund and Grant Funds to support the Haven for Hope campus. Contracts with Haven for Hope of Bexar County and Center for Health Care Services are authorized under Sections 7.D; all other Haven for Hope-related contracts are authorized under Section 7.A. of this Ordinance.

The City's contribution and payment of any City annual operating funds—including General Fund, Restricted Funds, and Grant Funds—to Haven for Hope of Bexar County shall be contingent upon the City Manager's, or his designee's, continued seat on the Haven Board of Directors as ex-officio, non-voting Director.

Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a FY 2025 funding amendment to the Operating Agreement, in substantially the same form as shown in **Attachment 11**, for the amount of \$5,180,609 to Haven for Hope of Bexar County, which is consistent with the appropriation set forth in the FY 2025 Budget. The \$5,180,609, is comprised of the annual \$1,540,000 allocation for Operations; \$1,103,916 for Courtyard Security Support; \$1,112,971 for Courtyard Support; \$922,000 for Residential and Support Services; \$50,000, for the Outreach Program; \$150,000 for Veteran's Homeless Outreach Services; \$236,722, for the Direct Referral Program, and \$65,000 for the Centralized Shelter Program funded from the General Fund. The City Manager, or his designee, is further authorized to incorporate, as attachments to the contract amendment, project-specific performance measures, budgets, and other project related attachments.

- D. **Center for Health Care Services (Restoration Center and Integrated Treatment Program).** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract in substantially the same form as shown in **Attachment 12**, with Center for Health Care Services for the amount of \$1,954,057, comprised of \$1,250,000, for operation of the Restoration Center and \$704,057 for the Integrated Treatment Program, and to incorporate, as attachments, a project-specific scope of work, performance measures and a budget. This is consistent with the appropriations set forth in the FY 2025 Budget.
- E. **San Antonio Education Partnership (SAEP) Scholarship & Outreach Program.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract, in substantially the same form as shown in **Attachment 13**, with SAEP in the amount of \$2,477,814 for the scholarship and outreach program. The contract will incorporate, as attachments, a project-specific scope of work, performance measures and a budget. This is consistent with the appropriations set forth in the FY 2025 Budget.

San Antonio Education Partnership Board of Directors. For so long as the City Council contributes funding to the San Antonio Education Partnership ("SAEP"), the City requires the Director of the Human Services Department or other City Manager designee to serve in an official, non-voting position on SAEP's Board of Directors. The City Council finds and determines that there is no conflict of interest in such service.

- F. **Close to Home.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract in substantially the same form and content as shown in **Attachment 14**, with the South Alamo Regional Alliance for the Homeless, d/b/a Close To Home for an amount up to \$592,000, of which \$400,000 is to support homeless diversion efforts to prevent households from entering homeless emergency shelters. Close To Home will also support the coordination across the homeless response system. The contract will incorporate as attachments, a modified project-specific scope of work, performance measures,

and a budget, as necessary. This is consistent with the appropriations set forth in the FY 2025 Budget.

- G. **River City Rehabilitation Center, Inc.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract in substantially the same form and content as shown in **Attachment 15**, with River City Rehabilitation Center, Inc. for an amount up to \$100,000 to provide medication assistance costs for homeless persons with substance use disorders. The contract will incorporate a project-specific scope of work and a budget, as necessary. This is consistent with the appropriations set forth in the FY 2025 Budget.
- H. **Young Men's Christian Association of Greater San Antonio (YMCA):** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an amendment to the contract in substantially the same form and content as shown in **Attachment 16** with YMCA to add an amount up to \$436,600 for a total amount not to exceed \$1,531,281 for Senior Center extended hours. The contract will incorporate as attachments, a modified project-specific scope of work, performance measures, and a budget, as necessary. This is consistent with the appropriations set forth in the FY 2025 Budget.
- I. **Carver Community Cultural Center 2024-2025 Performance Season and Related Policies and Contracts.**

Performance Season Contracts: Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a performance contract with each of the performers/management companies shown in **Attachment 17** for the amounts indicated therein, or with comparable artists or substitute contractors, if services cannot be accomplished by any of the artists/contractors shown in **Attachment 17**. The City Manager, or his designee, is authorized to negotiate and execute any related and necessary performance contract and theater license agreements as needed to produce artist performances listed in the 2024-2025 season and for the use of the Carver Community Cultural Center. The form and content of said contracts are set forth in **Attachments 18 and 19** and are hereby approved. The City Attorney, or his designee, shall determine the appropriate contract the managing department shall use.

Carver License Fee: A license fee schedule, attached hereto as **Attachment 20**, and facility use policies, attached hereto as **Attachment 21**, for the Carver Community Cultural Center are hereby approved and shall be followed when entering into the agreements set forth in this Ordinance.

Carver Budget: A transfer of funds in the amount of \$327,627 from the Arts & Cultural Fund and an amount not to exceed \$203,983 from the Carver Community Cultural Center Trust Fund and Board Donation to the Carver Special Revenue Fund is hereby authorized. The budget attached hereto as **Attachment 22** is adopted and appropriated.

Carver Personnel Complement: A total of 14 authorized positions at the Carver are hereby approved. Of the 14 positions, seven are funded by the General Fund and seven positions are funded through the special revenue fund. The personnel complement of seven (7) employees attached hereto as **Attachment 23** is adopted.

- J. **Avenida Guadalupe Association.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract, in substantially the same form and content as shown in **Attachment 24**, with Avenida Guadalupe Association for an amount not to exceed \$142,000, which is consistent with the appropriations set forth in the FY 2025 Budget.
- K. **BioMed SA.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract, in substantially the same form and content as shown in **Attachment 25**, with BioMed SA in the amount of \$100,000, which is consistent with the appropriations set forth in the FY 2025 Budget.
- L. **San Antonio Metropolitan Partnership for Energy (Build San Antonio Green).** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract, in substantially the same form and content as shown in **Attachment 26**, with San Antonio Metropolitan Partnership for Energy in the amount of \$50,000, which is consistent with the appropriations set forth in the FY 2025 Budget.
- M. **San Antonio Zoological Society.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 27**, with San Antonio Zoological Society in the amount of \$306,597 from the Hotel Occupancy Tax Fund, for operations, which is consistent with the appropriations set forth in the FY 2025 Budget.

Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 28**, with the San Antonio Zoological Society in the amount of \$500,000 from the Tree Mitigation and Preservation Fund, for the forestation efforts at the city-owned Zoo, which is consistent with the appropriations set forth in the FY 2025 Budget.

- N. **U.S. Chamber of Commerce Foundation.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 29**, with the U.S. Chamber of Commerce Foundation in the amount of \$150,000 for the Hiring Our Heroes program, which is consistent with the appropriations set forth in the FY 2025 Budget.
- O. **Arts and Cultural Agencies.** Subject to Section 30 of this Ordinance, the Director of the Department of Arts & Culture, or designee, is authorized to execute an Arts Agency Contract with each of the Art and Cultural Agencies shown in **Attachment 30** for the amounts indicated. The form and content of each type of Art Agency Contract, set forth in **Attachments 31, 32, and 33** are approved. The City Attorney, or his designee, shall determine the appropriate form for each Agency. The authority to execute these documents extends for sixty days from the effective date of this Ordinance. Any remaining funds not contracted for after such sixty-day period and funds not expended due to contract noncompliance may be reprogrammed for use by the City Manager in accordance with City policies and guidelines.
- P. **San Antonio Book Festival.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content

as shown in **Attachment 34**, with the San Antonio Book Festival in an amount not to exceed \$150,000 to support the annual Book Festival, which is consistent with the appropriations set forth in the FY 2025 Budget.

- Q. **San Antonio Botanical Garden Society.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 35**, with San Antonio Botanical Garden Society in the amount of \$1,080,000 for operations, which is consistent with the appropriations set forth in the FY 2025 Budget.
- R. **San Antonio Parks Foundation.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 36**, with San Antonio Parks Foundation in the amount of \$100,000 for operations, which is consistent with the appropriations set forth in the FY 2025 Budget.
- S. **Northeast Corridor Enhancement Matching Grant Program.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract in substantially the same form as shown in **Attachment 37**, respectively, with grantees for an amount not to exceed \$50,000 each, and to incorporate, as attachments, a project-specific scope of work and a budget which is consistent with the appropriations set forth in the FY 2025 Budget.
- T. **San Antonio Economic Development Corporation (SAEDC).** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 38**, with the San Antonio Economic Development Corporation for \$50,000 to fund the day-to-day operations of SAEDC, which is consistent with appropriations set forth in the FY 2025 Budget.
- U. **SP Plus Corporation.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with SP Plus Corporation in the amount of \$51,000 in substantially the same form as shown in **Attachment 39** for the use of 50 parking spaces (as designated by SP Plus Corporation) at the parking facility located at 100 N. Santa Rosa in Vistana Garage which is consistent with appropriations set forth in the FY 2025 Budget and with the terms set forth in Alameda Theater 19-Year Master Lease Agreement that indicates the City will provide 50 parking spaces to TPR or Tenant.
- V. **DreamVoice, LLC.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract in substantially the same form as shown in **Attachment 40**, with DreamVoice LLC for the implementation of DreamWeek, in the amount of \$175,000 from the General Fund, which is consistent with the appropriations set forth in the FY 2025 Budget.
- W. **Project Quest.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 41**, with Project Quest in the total amount of \$2,000,000, for workforce development activities, incorporating as attachments, a project-specific scope of work,

performance measures and a budget, which is consistent with the appropriations set forth in the FY 2025 Budget.

X. **SA WORX.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 42**, with SA Talent, Inc DBA SA WORX in the total amount of \$200,000, for workforce development activities, which is consistent with the appropriations set forth in the FY 2025 Budget.

Y. **LiftFund.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 43**, with LiftFund Inc for the amount not to exceed \$688,418 for the LiftFund Loan Buydown Program, which is consistent with the appropriations set forth in the FY 2025 Budget. In addition to these funds, LiftFund will provide matching funds in the amount of \$311,582 for a total investment amount of \$1,000,000 in FY 2025.

Z. **VIA Metropolitan Transit for Service Enhancements.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute the Third Amendment to the Interlocal Funding and Service Agreement with VIA Metropolitan Transit For Service Improvements (ILA) in substantially the same form and content as shown in **Attachment 44**, and/or such other terms and conditions as are approved in advance by the Office of the City Attorney for funding in the amount of \$5 million which is consistent with the appropriations set forth in the FY 2025 Budget. Funding will be reserved by the City to support design and construction to include pedestrian improvements along the Advanced Rapid Transit Routes.

AA. **Local Initiatives Support Corporation (Affordable Housing Programs).** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement in substantially the same form and content as shown in **Attachment 45**, with Local Initiatives Support Corporation in an amount up to \$250,000 to provide consulting services, technical assistance, public outreach and other services in support of affordable housing in the City of San Antonio, to commit capital to support community development real estate projects in the City of San Antonio, which is consistent with the appropriations set forth in the FY 2025 Budget. FY 2025 is year five of the five-year commitment.

BB. **Young Men's Christian Association ("YMCA") of Greater San Antonio.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a one-year contract, in substantially the same form as shown in **Attachment 46**, with the YMCA of Greater San Antonio in the amount of \$80,000 in connection with the Siclovia program to include neighborhood events, which is consistent with the appropriations set forth in the FY 2025 Budget.

CC. **Cesar E. Chavez Legacy and Education Foundation.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute an agreement in substantially the same form and content as shown in **Attachment 47**, with the Cesar E. Chavez Legacy & Education Foundation in an amount not to exceed \$200,000 to undertake a

community march, which is consistent with the appropriations set forth in the FY 2025 Budget.

DD. Alamo Community College District (“AlamoPROMISE”). Subject to Section 30 of this Ordinance, the City Manager or his designee is authorized to enter into an Interlocal Agreement with the Alamo Community College District acting by and through the Chancellor or designee for the AlamoPROMISE initiative in substantially the same form and content as shown in **Attachment 48** and in an amount not to exceed \$4,676,930 to provide last-dollar scholarships to Alamo Promise Scholars.

Of the City’s commitment, \$2,565,173 is from the General Fund and \$2,111,757 is from the SA: Ready to Work Fund and is consistent with appropriations set forth in the FY 2025 Budget.

EE. Undue Medical Debt. Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with Medical Debt Resolution Inc. d/b/a Undue Medical Debt in the amount of \$115,000 in substantially the same form as shown in **Attachment 49** to establish an agreed upon protocol for abolishing the medical debt of eligible residents, funded through City Council District 9 FY 2024 Operating Carryforwards.

FF. The University of Texas Health Science Center. Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with The University of Texas Health Science Center in the amount of \$2,000,000 in substantially the same form as shown in **Attachment 50** for the establishment of a new public health school, which is consistent with the appropriations set forth in the FY 2025 Budget. FY 2025 is year three of a five-year commitment and the goal of this partnership is to ensure that the City’s Metro Health and the public health entities, work collectively on future collaborations to include Public Health in the community.

GG. Southwest Texas Regional Advisory Council. Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with the Southwest Texas Regional Advisory Council in the amount of \$894,171 in substantially the same form as shown in **Attachment 51** to provide funding for the Multi-Agency Partnership for Stabilization (MAPS) program which is a collaborative program with the San Antonio Police Department Mental Health Unit, and the Center for Health Care Services to address community concerns, threats, and supporting SAPD by providing behavioral health insight and intervention, which is consistent with the appropriations set forth in the FY 2025 Budget.

HH. Southwest Texas Regional Advisory Council (SA-CORE). Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute the first amendment to a contract with the Southwest Texas Regional Advisory Council in an amount up to \$3,450,637 in substantially the same form as shown in **Attachment 52** to support the San Antonio Community Outreach and Resiliency Effort (SA-CORE) team that address 911 calls, and provide services for individuals experiencing a mental health crisis and in need of access to treatment, which is consistent with the appropriations set forth in the FY 2025 Budget.

- II. **SP Plus Corporation.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with SP Plus Corporation in the amount of \$40,800 in substantially the same form as shown in **Attachment 53** for the use of 40 parking spaces (as designated by SP Plus Corporation) at the parking facility located at 100 N. Santa Rosa in Vistana Garage, which is consistent with the appropriations set forth in the FY 2025 Budget.
- JJ. **Rand Building, LTD.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with Rand Building, LTD. in the amount of \$280,800 in substantially the same form as shown in **Attachment 54** for the use of 180 parking spaces at the parking facility located at 121 Soledad Street, Rand Building Parking Garage, which is consistent with the appropriations set forth in the FY 2025 Budget.
- KK. **Sooner Boomer, LP.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to negotiate and execute a contract with Sooner Boomer, LP in the amount of \$120,000 in substantially the same form as shown in **Attachment 55** for the use of 100 parking spaces at the parking facility located at 210 W. Houston Street, Oklahoma Lot, which is consistent with the appropriations set forth in the FY 2025 Budget.
- LL. **Spay-Neuter-Inject-Project San Antonio.** Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to execute a sixth amendment to the professional services agreement in substantially the same form and content as shown in **Attachment 56**, with Spay-Neuter-Inject-Project San Antonio in the amount not to exceed \$863,750 for spay/neuter surgeries, which is consistent with the appropriations set forth in the FY 2025 Budget. Furthermore, the City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities providing spay/neuter surgeries, if an entity is unable to provide the service indicated, fails to comply with the document submission prerequisites or requires additional funding to address the increased needs of the community.
- MM. **Esparza Veterinary Relief Services PLLC.** Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to negotiate and execute a professional services agreement in substantially the same form and content as shown in **Attachment 57**, with Esparza Veterinary Relief Services, PLLC, by and through Dr. Raymond Esparza, DVM, Owner, in the amount not to exceed \$56,000 for veterinary services, which is consistent with the appropriations set forth in the FY 2025 Budget. Furthermore, the City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities providing veterinary relief services, if an entity is unable to provide the service indicated, fails to comply with the document submission prerequisites or requires additional funding to address the increased needs of the community.
- NN. **Spay Neuter Network.** Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to execute the third amendment to the professional services agreement in substantially the same form and content as shown in **Attachment 58**, with Spay Neuter Network in an amount not to exceed \$1,326,375 for spay/neuter surgeries, which is consistent with the appropriations set forth in the FY 2025 Budget. Furthermore, the City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities providing spay/neuter surgeries, if an entity is unable to provide the service indicated, fails to

comply with the document submission prerequisites or requires additional funding to address the increased needs of the community.

- OO. **Spay Neuter Assistance Program (SNAP).** Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to execute the second amendment to the professional services agreement in substantially the same form and content as shown in **Attachment 59**, with SNAP in an amount not to exceed \$595,000 for spay/neuter surgeries, which is consistent with the appropriations set forth in the FY 2025 Budget. Furthermore, the City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities providing spay/neuter surgeries, if an entity is unable to provide the service indicated, fails to comply with the document submission prerequisites or requires additional funding to address the increased needs of the community.
- PP. **Animal Defense League.** Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to execute a professional services agreement in substantially the same form and content as shown in **Attachment 60**, with the Animal Defense League in an amount not to exceed \$60,000 for veterinary services, which is consistent with the appropriations set forth in the FY 2025 Budget. Furthermore, the City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities providing veterinary services, if an entity is unable to provide the service indicated, fails to comply with the document submission prerequisites or requires additional funding to address the increased needs of the community.
- QQ. **SNIPSA Rescue.** Subject to Section 30 of this Ordinance, the City Manager, or designee, is authorized to execute a rescue partner agreement in substantially the same form and content as shown in **Attachment 61**, with SNIPSA in an amount not to exceed \$90,000 for rescue services, which is consistent with the appropriations set forth in the FY 2025 Budget. Furthermore, the City Manager or his designee is authorized to amend contracts to allocate or reallocate funding to other entities providing rescue services, if an entity is unable to provide the service indicated, fails to comply with the document submission prerequisites or requires additional funding to address the increased needs of the community.
- RR. **Interlocal Agreements with San Antonio College, University of Texas – San Antonio, Texas A&M–San Antonio, Our Lady of the Lake, University of the Incarnate Word, and Trinity University.** Subject to Section 30 of this Ordinance, the City Manager or designee, is authorized to negotiate and execute Interlocal Agreements in the same form and content as shown in **Attachments 62, 63, 64, 65, 66, and 67** and authorizing grants in the amount of \$50,000 with each entity to provide capital equipment used to develop and produce original television programming for possible use on the City's TVSA-Education Channel, which is consistent with the appropriations set forth in the FY 2025 Budget.
- SS. **San Antonio Affordable Housing.** Subject to Section 30 of this Ordinance, the City Manager or his designee is authorized to enter into a Funding Agreement with the San Antonio Affordable Housing, Inc. (SAAH) to continue delivery of the Demolition Diversion Program known as Operation Rebuild, in substantially the same form and content as shown in **Attachment 68**. The City's Funding Agreement to SAAH, not to exceed \$1,000,000 to

preserve affordable homeownership and rental housing, is consistent with appropriations set forth in the FY 2025 Budget.

TT. Interlocal Agreement with Bexar County for Library Services. Subject to Section 30 of this Ordinance, the City Manager or designee, is authorized to execute an interlocal agreement, in substantially the same form and content as shown in **Attachment 69** with Bexar County to provide San Antonio Public Library services to Bexar County, non-City residents through September 30, 2025, for an annual fee of \$3,500,000.

UU. Arboretum San Antonio. Subject to Section 30 of this Ordinance, the City Manager or designee, is authorized to execute the first amendment in an amount of \$200,000, in substantially the same form and content as shown in **Attachment 70**, with Arboretum San Antonio for a total contract amount of \$600,000 to establish a living museum of trees with green spaces throughout San Antonio, which is consistent with the appropriations set forth in the FY 2025 Budget.

VV. Kofile Technologies Inc. The City Manager or designee is authorized to execute an agreement, in substantially the same form and content as shown in **Attachment 71**, with Kofile Technologies Inc. for an amount up to \$1,506,000 for the digitization and preservation of City of San Antonio records archives, which is consistent with the appropriations set forth in the FY 2025 Budget.

WW. American Cancer Society. Subject to Section 30 of this Ordinance, the City Manager or designee, is authorized to negotiate and execute an agreement, in substantially the same form and content as shown in **Attachment 72** with the American Cancer Society for an amount up to \$1,000,000 to construct a lodging shelter (Hope Lodge) in the Medical Center for cancer patients and their families, which is consistent with the appropriations set forth in the FY 2025 Budget.

XX. Asian Resource Center of San Antonio. Subject to Section 30 of this Ordinance, the City Manager or designee, is authorized to negotiate and execute an agreement, in substantially the same form and content as shown in **Attachment 73** with the Asian Resource Center of San Antonio for an amount up to \$1,500,000 towards the construction of a resource center for Asian immigrants which is consistent with the appropriations set forth in the FY 2025 Budget.

YY. Kaepfel Consulting. Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract with Kaepfel Consulting, LLC in an annual amount of \$32,000 and total amount of \$160,000 in substantially the same form as shown in **Attachment 74** for training services for the City's Innovation Academy, which is consistent with the appropriations set forth in the FY 2025 Budget.

ZZ. Why Group. Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a contract with Why Group, LLC in an annual amount of \$18,000 and total amount of \$90,000 in substantially the same form as shown in **Attachment 75** for training services for the City's Innovation Academy, which is consistent with the appropriations set forth in the FY 2025 Budget.

AAA. **And I Cannot Lye, LP.** Subject to Section 30 of this Ordinance, the City Manager, or his designee, is authorized to execute a funding agreement with And I Cannot Lye, LP in an amount of \$250,000 in substantially the same form as shown in **Attachment 76** for relocation services, which is consistent with ordinance 2022-02-03-0072.

BBB. **San Antonio Philharmonic.** Subject to Section 30 of this Ordinance, the City Manager or designee is authorized to execute a contract, in substantially the same form and content as shown in **Attachment 77** with the San Antonio Philharmonic in an amount up to \$111,055, consistent with the appropriations set forth in the FY 2025 Budget, for operational expenses contingent upon receipt of the agency's verified IRS 990 in GuideStar due in November 2024.

SECTION 8. San Antonio Housing Trust.

The City of San Antonio Housing Trust was established by City Council Ordinance on September 8, 1988, under a Declaration of Trust to provide affordable housing opportunities for low and moderate income families inside Interstate Highway Loop 410. Pursuant to the Declaration, the San Antonio Housing Trust Foundation Inc., a Texas non-profit corporation, is responsible for the administrative support of the operations of the City of San Antonio Housing Trust and Board of Trustees. On September 26, 1991, the San Antonio Housing Trust Foundation Inc. was designated and approved to be the administrative and fiscal agent to the City of San Antonio Housing Trust for disbursement of awards of Trust assistance.

1. The administrative services contract between the City of San Antonio and the San Antonio Housing Trust Foundation, Inc. for the term beginning October 1, 2024, and ending September 30, 2025, and the budget is hereby approved. Subject to Section 30 of this Ordinance, the City Manager, or his designee, is hereby authorized to execute an administrative services contract, in substantially the same form and content, as shown in **Attachment 78**, with San Antonio Housing Trust Foundation, Inc. in the amount of \$1,220,000. Of this amount, \$1,220,000 will support the City's Homebuying Programs. In addition, \$3,000 will be used to support Annual SHIP and volunteer events.

SECTION 9. Acquisition of Property Insurance

The City Manager or his designee is authorized to procure property insurance on behalf of the City and to select, in coordination with the City's Director of Risk Management, the purchase of such insurance to include the execution of any and all documents necessary to properly bind the City and the selected insurance carrier to a sufficient property insurance policy through the City's Broker of Record.

SECTION 10. City Tower Transfer

The incremental tax revenue generated by the San Fernando Gym, 300 N. Santa Rosa, San Antonio, Texas 78205 and the Pecan Street Lot, 403 N. Flores, San Antonio, Texas 78205, from the Westside TIRZ and incremental tax revenue generated by Municipal Plaza, 114 West Commerce, San Antonio, Texas 78205, from the Houston Street TIRZ shall be transferred to the City Tower Fund for the term of FY 2025 through and including FY 2032 or the final year of each TIRZ. The incremental tax revenue for these locations will be calculated using a base Tax Year of 2023.

SECTION 11. San Antonio Local Organizing Committee.

Subject to Section 30 of the ordinance, the City Manager or his designee is authorized to negotiate and execute a loan agreement in substantially the same form and content as shown in **Attachment 79** with the San Antonio Local Organizing Committee (SALOC) in the amount not to exceed \$10,400,000 to provide funding for the 2025 NCAA Final Four. SALOC will pay the City upon receipt of the State Reimbursement for hosting the Final Four.

SECTION 12. Complete Streets and Vision Zero Policy.

The Complete Streets Policy and Vision Zero Action Plan in substantially the same form and content as **Attachments 80 & 81** are hereby adopted as part of the FY 2025 Budget.

The 2024 Complete Streets Policy is an update to the 2011 adopted policy that reflects best practices and an implementation plan. The update is the product of a set of stakeholders that included city departments, local and state agencies and advocacy groups and organizations, public meetings, pop up events and townhalls since the beginning of this year, to review and update the document. The update focused on incorporating best practices that were researched which had six (6) reoccurring elements. Phase 1 includes the 2024 policy update. Phase 2 will begin the Implementation Plan, which will include UDC review and updates to the Design Guidance Manual.

The 2024 Vision Zero Action Plan is an update to the 2016 adopted Plan. The update transitions the City to a Safe Systems Approach, aligns with nationwide best practices and maintains grant eligibility. The 2024 Plan includes both a High Injury Network (HIN) Report and a High-Risk Network (HRN) Report. These reports help us determine where crashes are occurring and identify roads with features that put them at risk for more crashes. Through this process a list of 20 high impact corridors were produced to focus our efforts to improve safety.

SECTION 13. Airport Enterprise Capital Improvement Funds Financial Policy.

The Chief Financial Officer subject to concurrence with the City Manager is hereby authorized to periodically amend the Airport Enterprise Capital Improvement Funds Financial Policy and to make any and all necessary adjustments to Fund Balances within each Contingency Fund established under the policy based upon the financial, capital and operational needs of the airport.

SECTION 14. Revised Implementation Date of Hotel Occupancy Tax Collection by Short Term Rental Platforms

The City Council hereby revises the date to February 1, 2025, for implementation of the hotel occupancy tax collection requirements by short term rental platforms pursuant to Sec. 16-1104.01(c). Furthermore, City Council hereby authorizes the City Manager or his designee to further revise the date for operation of Sec. 16-1104.01(c) for up to an additional six (6) months in the event that the barriers to successful implementation still exist as of February 1, 2025.

SECTION 15. Inner City TIRZ Board

The City Manager, or his designee, is authorized to execute agreements with the Inner City TIRZ Board for the following programs as approved in the FY 2025 Adopted Budget, contingent upon approval from the Inner City TIRZ Board:

Midnight Basketball Program

\$150,000

Affordable Housing Program	\$2,000,000
Eastside Façade Grant Program	\$500,000
Eastside Small Business Marketing Internship Program	\$250,000
Mahncke Park Improvements	\$250,000

SECTION 16. Memberships and Dues.

The City Manager, or his designee, is authorized to pay the following annual membership fees or dues to the following agencies in the amounts indicated below:

American Sign Language (ASL) Interpreter Services	\$128,000
Alamo Area Council of Governments (AACOG)	\$108,876
Airports Council International (Airport Fund)	\$ 80,000
San Antonio Mobility Coalition	\$ 70,000
Texas Municipal League	\$ 66,720

Additionally, the City Manager, or his designee, is authorized to execute any necessary documentation with agencies in order to effect membership by the City of San Antonio.

SECTION 17. Employee Holidays.

- A. Thirteen City holidays are hereby authorized for FY 2025, as set forth in **Attachment 82**.
- B. The FY 2025 Holiday Calendar has been modified to close most City facilities from Tuesday, December 24, 2024, through Wednesday January 1, 2025. Civilian employees will be required to use Personal Leave, Annual Leave, or other accrued leave for Thursday, December 26th, Friday, December 27th, Monday, December 30th, and Tuesday, December 31st. The City Manager may approve alternative holiday schedules based on City business needs. Once approved, these alternative holiday calendars will be posted and distributed within the impacted departments and/or divisions.
- C. FY 2025 holidays for Uniform Fire and Police Employees are subject to the Fire and Police Employee Relations Act and shall be in accordance with their respective Collective Bargaining Agreement.
- D. Uniform Fire Department personnel will accrue an additional holiday, designated as the September 11th Holiday, in compliance with Texas Local Government Code, Section 142.0013. Since September 11th is not a City Holiday, this accrual shall be used in accordance with Fire Department policy.

SECTION 18. Employee Compensation.

The FY 2025 Civilian pay plan, as set forth in **Attachment 83** is hereby approved. The following increases are hereby authorized as adjustments to certain employees' salaries, as provided for below.

- A. **Uniform Fire and Police Employees.** Compensation for Uniform Fire and Police Employees shall be paid in accordance with the terms set forth in their respective Collective Bargaining Agreement.

- B. **Across-the-Board Compensation increase for regular full-time and part-time civilian employees.** Effective October 1, 2024, all regular full-time, part-time civilian employees including the City Clerk, City Auditor, and all Municipal Court Judges, except for the City Manager, (whose pay is subject to City Council approval, as stipulated in Section 18.D.); and temporary employees will receive a 3.0% recurring across-the-board salary increase. Some employees will receive an additional adjustment for compression.
- C. **City's Entry Wage.** The City's Entry Wage will remain at \$18.00 per hour for all regular full-time, part-time civilian employees, and temporary employees effective October 1, 2024.
- D. **City Manager's Compensation.** The City Manager's compensation shall be paid in accordance with the terms set forth in Ordinance No. 2019-01-31-0096 and any future amendments approved by subsequent ordinance(s) or City Charter amendment.
- E. **Additional Pay Plan Changes.** Additional changes to the Pay Plan and individual salaries are authorized to be made by the City Manager during the fiscal year. These changes may include, but are not limited to, job classification title additions, deletions, or amendments; reclassifications; salary increases, including entry wage increase; salary range adjustments and additions, provided no additional appropriations are required.

SECTION 19. Civilian Employee Health Benefits.

The City Manager, or his designee, is authorized to amend the City Civilian Employee Health Benefit Plans and set premiums for employee and dependent coverage, provided sufficient funds are appropriated by City Council.

Effective January 1, 2025, the health care coverage plan, and contribution split between employer and employee for all full-time civilian City Employees are as provided below:

- A. **Health care coverage for Civilian City Employees hired before January 1, 2009.** Health care coverage for all participating full-time civilian City Employees hired before January 1, 2009, will include three medical plan options, designed to maximize choices in selection of healthcare coverage. Included in these three plan options are the Consumer Driven Health Plan, New Value PPO, and Blue Essentials HMO. Each medical plan has varying deductibles, copayments, coinsurance limits and premiums, as shown in **Attachment 84**.
- B. **Health care coverage for Civilian City Employees hired after January 1, 2009.** Health care coverage for all participating full-time civilian City Employees hired after January 1, 2009, will include three medical plan options, designed to maximize choices in selection of healthcare coverage. Included in these three plan options are the Consumer Driven Health Plan, New Value PPO plan, and Blue Essential HMO plan. Each medical plan has varying deductibles, copayments, coinsurance limits and premiums, as shown in **Attachment 84**.

SECTION 20. Uniform Employee Health Benefits.

Healthcare for Uniform Fire and Police Employees shall follow the terms set forth in their respective Collective Bargaining Agreement.

SECTION 21. Civilian Retiree Health Benefits.

The City Manager, or his designee, is authorized to amend the Civilian Retiree Health Benefits Plan and set premiums for retiree and dependent coverage, so long as sufficient funds are appropriated by City Council.

- A. **Non-Medicare eligible civilian retirees.** Health care coverage for all non-Medicare eligible civilian retirees includes the same three medical plans offered to City of San Antonio civilian active employees as included in **Attachment 85**.

Retirees employed by the City on or after October 1, 2007, must have a minimum of five (5) years of City service to be eligible for retiree healthcare coverage. For those who become eligible for participation in the Retiree Health Benefits Plan, the City will pay a subsidy based on years of service as follows:

- For employees hired by the City on or after October 1, 2007, and who work for the City for at least five (5) years, but less than ten years, the City will not provide a subsidy; and
- For employees hired by the City on or after October 1, 2007, and who work for the City at least ten (10) years, the City will subsidize retiree health care contributions at 50%.

- B. **Medicare eligible civilian retirees.** Healthcare coverage for all Medicare eligible civilian retirees will be provided through a fully insured Medicare Advantage Program. For those who become eligible for participation in the Retiree Health Benefits Plan, the City will pay a subsidy calculated from the Standard PPO plan. The Enhanced PPO plan is a buy-up. The City's subsidy for either plan will be based solely on the Standard PPO plan and years of service.

Medicare eligible civilian retirees employed by the City on or after October 1, 2007, must have a minimum of five (5) years of City service to be eligible for retiree healthcare coverage. For those who become eligible for participation in the Retiree Health Benefits Plan, the City will pay a subsidy based on years of service as follows:

- For employees hired by the City on or after October 1, 2007, and who work for the City for at least five (5) years, but less than ten years, the City will not provide a subsidy; and
- For employees hired by the City on or after October 1, 2007, and who work for the City at least ten (10) years, the City will subsidize retiree health care contributions at 50% of the Medicare Advantage Standard PPO Plan.

SECTION 22. TMRS – Increase in Retirement Annuity.

- A. On the terms and conditions set out in TMRS Act §854.203, the City authorizes and provides for payment of the increase described by this Section to the annuities paid to retired City employees and beneficiaries of deceased City retirees (such increase also called “cost of living adjustment” or “COLA”). An annuity increased under this Section replaces any annuity or increased annuity previously granted to the same person.
- B. The amount of the annuity increase under this Section is computed as the sum of the prior service and current service annuities on the effective date of retirement of the person on

whose service the annuities are based, multiplied by 70% of the percentage change in Consumer Price Index for All Urban Consumers, from December of the year immediately preceding the effective date of the person's retirement to the December that is 13 months before the effective date of the increase under this Section.

- C. An increase in an annuity that was reduced because of an option selection is reducible in the same proportion and in the same manner that the original annuity was reduced.
- D. If a computation under this Section does not result in an increase in the amount of an annuity, the amount of the annuity will not be changed under this Section.
- E. The amount by which an increase under this Section exceeds all previously granted increases to an annuitant is an obligation of the City and of its account in the benefit accumulation fund of the System.
- F. The increase in annuities authorized by this Section shall be effective on January 1 immediately following the year in which this Ordinance is approved, subject to receipt by the System prior to such January 1 and approval by the System's Board.

SECTION 23. TMRS – Authorization of Annually Accruing Updated Service Credits and Transfer Updated Service Credits.

- A. As authorized by TMRS Act §854.203(h) and §853.404, and on the terms and conditions set out in TMRS Act §853.401 through 853.404, the City authorizes each employee who is a member of the System who on the first day of January of the calendar year immediately preceding the January 1 on which the Updated Service Credits will take effect (i) has current service credit or prior service credit in the System by reason of service to the City, (ii) has at least 36 months of credited service with the System, and (iii) is a TMRS-contributing employee of the City, to receive "Updated Service Credit," as that term is defined and calculated in accordance with TMRS Act §853.402.
- B. The City authorizes and provides that each employee of the City who (i) is eligible for Updated Service Credits under Subsection (a) above, and (ii) who has unforfeited prior service credit and/or current service credit with another System-participating municipality or municipalities by reason of previous employment, shall be credited with Updated Service Credits pursuant to, calculated in accordance with, and subject to adjustment as set forth in TMRS Act §853.601 (also known as "Transfer USC"), both as to the initial grant and all future grants under this Ordinance.
- C. The Updated Service Credit authorized and provided under this Ordinance shall be 100% of the "base Updated Service Credit" of the TMRS member calculated as provided in TMRS Act §853.402.
- D. The Updated Service Credit authorized and provided by this Ordinance shall replace any Updated Service Credit, prior service credit, special prior service credit, or antecedent service credit previously authorized for part of the same service.

- E. The initial Updated Service Credit authorized by this Section shall be effective on January 1 immediately following the year in which this Ordinance is approved, subject to receipt by the System prior to such January 1 and approval by the Board of Trustees ("Board") of the System. Pursuant to TMRS Act §853.404, the authorization and grant of Updated Service Credits in this Section shall be effective on January 1 of each subsequent year, using the same percentage of the "base Updated Service Credit" stated in Subsection (c) in computing Updated Service Credits for each future year, provided that, as to such subsequent year, the actuary for the System has made the determination set forth in TMRS Act §853.404(d), until this Ordinance ceases to be in effect as provided in TMRS Act §853.404(e).

SECTION 24. TMRS Contribution Rate.

The City hereby elects to enact a contribution rate of 14.25% effective January 1, 2025, for the Texas Municipal Retirement System plan for all active full-time employees and retirees. The City Manager, the Chief Financial Officer, or their respective designees, are hereby authorized to execute any and all documents and take all necessary actions to effect contribution rate.

SECTION 25. Personnel Positions.

- A. **Civilian Personnel Positions.** The number of City-funded personnel positions (excluding grant funded positions) in all City-funded Departments shall not exceed the total number by indicated fund, as set forth in **Attachment 86** unless authorized by subsequent ordinance(s).
- B. Any positions in any Departments, Divisions, Sections, Offices, or Programs which have been funded in previous budgets, but are not contained in the FY 2025 Budget, are hereby abolished.
- C. **October 1, 2024, Police Uniform Positions.** Effective October 1, 2024, the number of uniform Police positions for FY 2025 is fixed by fund and rank as follows:

Rank	General Fund	Grant Funds	Total
Police Officer	1,707	102	1,809
Police Detective-Investigator	581	15	596
Police Sergeant	279	3	282
Police Lieutenant	56	0	56
Police Captain	23	0	23
Deputy Chief	6	0	6
Assistant Chief	2	0	2
Police Chief	1	0	1
Total	2,655	120	2,775

November 1, 2024, Police Uniform Positions. Effective November 1, 2024, the number of uniform Police positions for FY 2025 is fixed by fund and rank as follows:

Rank	General Fund	Grant Funds	Total
Police Officer	1,702	102	1,804
Police Detective-Investigator	581	15	596
Police Sergeant	283	3	286
Police Lieutenant	56	0	56
Police Captain	24	0	24
Deputy Chief	6	0	6
Assistant Chief	2	0	2
Police Chief	1	0	1
Total	2,655	120	2,775

October 1, 2024, Fire Uniform Positions. Effective October 1, 2024, the number of uniform Fire positions for FY 2025 is fixed by fund and rank as follows:

Rank	General Fund	Aviation Fund	Total
Firefighter	687	18	705
Fire Engineer	780	13	793
Lieutenant	182	3	185
Captain	122	1	123
District Chief	36	1	37
Assistant Chief	6	0	6
Deputy Chief	3	0	3
Fire Chief	1	0	1
Total	1,817	36	1,853

July 1, 2025, Fire Uniform Positions. Effective July 1, 2025, the number of uniform Fire positions for FY 2025 is fixed by fund and rank as follows:

Rank	General Fund	Aviation Fund	Total
Firefighter	702	18	720
Fire Engineer	780	13	793
Lieutenant	182	3	185
Captain	122	1	123
District Chief	36	1	37
Assistant Chief	6	0	6
Deputy Chief	3	0	3
Fire Chief	1	0	1
Total	1,832	36	1,868

- D. By adoption of this Ordinance, City Council does not intend to alter or amend the powers or authority granted by the City Charter to otherwise make personnel decisions and to take personnel action.

SECTION 26. FY 2025 – FY 2030 Capital Improvements Program. The expenditure of FY 2025 through FY 2030 Capital Improvements Program Funds, as set forth in **Attachment 1**, as amended by **Attachment 2**, is hereby approved.

The budgets for capital projects listed in **Attachment 87** are hereby appropriated consistent with the Six Year FY 2025 to FY 2030 Capital Improvements Program. Should any project within the Capital Improvements Program be funded by bond proceeds, the appropriation of the proceeds of each future year beyond FY 2025 are contingent upon the sale of such issuance, the sale of which is subject to approval through the adoption of subsequent ordinances(s) and receipt of funds therefrom.

The Chief Financial Officer subject to concurrence with the City Manager is hereby authorized to make any and all necessary adjustments to appropriate funds included in the debt management plan to capital projects that are awarded additional funds as a result of an accelerated timeline.

The Chief Financial Officer subject to concurrence with the City Manager is hereby authorized to make any and all necessary accounting adjustments to reallocate appropriations or advance appropriations from anticipated future spending as adopted and approved in the FY 2025 to FY 2030 Capital Improvement Plan, and duly covered and permitted by funding sources, to ensure the timely delivery of the Terminal Development Program, Enabling Projects and Airfield Projects for the Airport System.

SECTION 27. Five-Year Infrastructure Management Program

The Five-Year Infrastructure Management Program for FY 2025 – FY 2029 (Street Maintenance, Alley Maintenance, Drainage Maintenance, Sidewalks, Traffic Signals, Pavement Markings, and Advanced Transportation District Improvements), its base funding level for FY 2025, and its associated policies, are hereby approved as part of the FY 2025 Budget as set forth in **Attachment 88**.

SECTION 28. Budget Document Filing.

The City Manager shall cause the FY 2025 Budget and a copy of this Ordinance to be filed with the City Clerk and the County Clerk of Bexar County, as required by the City Charter and the Texas Local Government Code.

SECTION 29. Conflict Provisions.

Any discrepancy between this Ordinance and **Attachment 1** through **Attachment 88** shall be resolved in favor of this Ordinance. Any conflict between this Ordinance and any prior ordinances shall be resolved in favor of this Ordinance.

SECTION 30. Ethics Disclosure.

Section 2-59 of the City Code of San Antonio, Texas (Ethics Code) requires all individuals and business entities seeking a discretionary contract from the City to disclose certain information in connection with the proposal.

For those agencies in Section 7 that receive funding through a discretionary contract which have not complied with the disclosure requirements set out in Section 2-59 of the Ethics Code, funds will be appropriated through this Ordinance but not considered for expenditure until such time as

the agency has fully complied with the disclosure requirements. In the event of such noncompliance, authority to execute the respective contract shall be granted through subsequent ordinance.

SECTION 31. Severability.

If any provision, clause or Section of this Ordinance is held invalid, illegal or unenforceable under present or future federal, state or local Constitution or laws, including, but not limited to, the City Charter, City Code, or ordinances of the City of San Antonio, Texas, then and in that event it is the intention of the City Council that such invalidity, illegality or unenforceability shall not affect any other provision, clause or Section hereof and that the remainder of this Ordinance shall be construed as if such invalid, illegal or unenforceable provision, clause or Section was never contained herein.

SECTION 32. Headings.

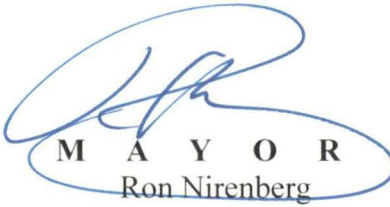
The heading of any Section of this Ordinance does not limit or expand the meaning of that Section.

SECTION 33. Effective Date.

Except as otherwise provided above, this Ordinance shall take effect on October 1, 2024.

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PASSED AND APPROVED THIS 19TH DAY OF SEPTEMBER 2024.



M A Y O R
Ron Nirenberg

ATTEST:



Debbie Racca-Sittre, City Clerk

APPROVED AS TO FORM:



Andrew Segovia, City Attorney

APPROVED AS TO FUND:



Erik J. Walsh, City Manager



**City of San Antonio
City Council Meeting
September 19, 2024**

4.

2024-09-19-0701

Ordinance adopting the Annual Consolidated Operating and Capital Budgets for the City of San Antonio Fiscal Year 2025 that begins October 1; approving projects included in the FY 2025 to FY 2029 Five-Year Infrastructure Management Plan; approving the FY 2025 to FY 2030 Six- Year Capital Improvements Program for the City of San Antonio; approving certain contracts; providing for a one-time annuity increase for retirees and their beneficiaries and a revision to the City's contribution rate in connection with the Texas Municipal Retirement System; authorizing personnel complements; appropriating funds; and amending related ordinances. [Erik Walsh, City Manager, Justina Tate, Director, Management & Budget]

Councilmember Cabello Havrda moved to Funding for Older Adults Technology Services (OATS). Councilmember Courage seconded the motion The motion prevailed by the following vote:

Aye: Nirenberg, Kaur, McKee-Rodriguez, Rocha Garcia, Castillo, Cabello Havrda, Alderete Gavito, Pelaez, Courage, Whyte

Recuse: Viagran

Councilmember Cabello Havrda moved to Funding for Communities in Schools. Councilmember Courage seconded the motion The motion prevailed by the following vote:

Aye: Nirenberg, Kaur, McKee-Rodriguez, Viagran, Castillo, Cabello Havrda, Alderete Gavito, Pelaez, Courage, Whyte

Recuse: Rocha Garcia

Councilmember Rocha Garcia moved to Approve the funding in the Budget for Cesar E. Chavez Legacy and Education Foundation and Family Violence Prevention Services, Inc. Councilmember Cabello Havrda seconded the motion The motion prevailed by the following vote:

Aye: Nirenberg, Kaur, McKee-Rodriguez, Viagran, Rocha Garcia, Castillo, Cabello Havrda, Alderete Gavito, Courage, Whyte

Recuse: Pelaez

Councilmember Cabello Havrda moved to Approve the funding in the Budget for BioMed SA Councilmember Rocha Garcia seconded the motion The motion prevailed by the following vote:

Aye: Kaur, McKee-Rodriguez, Viagran, Rocha Garcia, Castillo, Cabello Havrda, Alderete Gavito, Courage, Whyte

Recuse: Pelaez, Nirenberg

Councilmember Rocha Garcia moved to Approve the funding in the Budget for Las Casas Foundation, Mexican American Civil Rights Institute, Girl Scouts, H-E-B, Methodist Healthcare Ministries, Musical Bridges Around the World, Project Quest, and the Witte Museum.

Councilmember Cabello Havrda seconded the motion The motion prevailed by the following vote:

Aye: Kaur, McKee-Rodriguez, Viagran, Rocha Garcia, Castillo, Cabello Havrda, Alderete Gavito, Pelaez, Courage, Whyte



**City of San Antonio
City Council Meeting
September 19, 2024**

Recuse: Nirenberg

Councilmember Courage moved to Approve the balance of the Budget as presented. Councilmember Viagran seconded the motion The motion prevailed by the following vote:

Aye: Nirenberg, Kaur, McKee-Rodriguez, Viagran, Rocha Garcia, Castillo, Cabello
Havrda, Alderete Gavito, Pelaez, Courage, Whyte