



CITY OF SAN ANTONIO

**RON NIRENBERG
MAYOR**

November 12, 2024

Mr. Baltazar Vargas
SAP#

Dear Mr. Vargas:

On behalf of the Mayor and City Council, we are pleased to offer you the position of City Auditor for the City of San Antonio. Your depth of experience makes you a valuable resource for our organization.

The following salary and benefits are offered to you, effective on your appointment to this position by the City Council and subject to annual budget appropriations:

- Starting Annual Salary: \$200,000
- Monthly Car Allowance: \$500 (\$6,000 per year)
- Paid Leave: You will continue to accrue at your current rate. Annual leave may be carried over from year to year, up to a maximum accrual of 1000 hours.

Achieving and maintaining a healthy work-life balance is important to this organization. Therefore, all executives are required to undergo an annual physical examination in addition to scheduling at least 80 hours of leave sometime during the calendar year in order to receive Personal Leave buyback. You can either use your own physician or at no cost to you, the City's contracted provider specializing in executive physicals, *Health by Design* located at 3503 Paesanos Pkwy; 210-492-8922.

- Benefits: Basic life insurance equivalent to your annual base salary is provided at no cost. Other optional health related products include: Employee and dependent subsidized health care plan, non-subsidized group rated dental and vision plans, dependent and health care flexible spending accounts, additional life insurance, and short and long-term disability.
- Retirement: San Antonio participates in the Texas Municipal Retirement System (TMRS), a qualified retirement plan under Section 401 of the Internal Revenue Code. You may be eligible for Restricted Prior Service Credit based on your years of service with any public authority or agency operated by a city, state, or federal government. Vesting is achieved at five (5) years of service. Current rates of contribution for TMRS are 6% from the employee,

with a two-to-one City matching rate. You can find more information about TMRS at their website (<http://www.tmr.org>) and the Human Resources Department can provide you more specific information about San Antonio's plan. The City also participates in the Social Security system.

- Deferred Compensation: In addition to participation in TMRS, as an executive, you also qualify for a match of up to 2% of your annual salary when you sign up for a 457 Deferred Compensation plan. For more information and to schedule an appointment with a provider, we encourage you to reach out to Human Resources Customer Service at 210-207-8705.

As a member of the City's Executive Team, you are required to file a complete sworn Financial Disclosure Report with the City Clerk's Office no later than thirty days after beginning employment; and annually thereafter.

Please note that neither this letter nor any other written or oral communication to you establishes an employment contract or an offer to enter into an employment contract. This position serves as an "at-will" employee of the City of San Antonio, and all benefits described above are subject to and conditioned upon annual budget appropriations by the City of San Antonio.

We look forward to working with you as the new City Auditor. If you have any questions or require additional information or assistance, please feel free to contact Krystal Strong, Human Resources Deputy Director, at krystal.strong@sanantonio.gov or at 210-207-0702.

Sincerely,



RON NIRENBERG
MAYOR
City of San Antonio



Phyllis Viagran
Councilmember, District 3
Chair, Council Audit Committee

Acceptance: Baltazar Vargas Date: 11/12/2024