

2025-2026 Economic Development Incentive Policy Updates



**City Council B Session
November 6, 2024**

**Presented by: Brenda Hicks-Sorensen, CEcD
Director of Economic Development**

Programs and Resource Summary



JOB CREATION



- Tax Abatements
- Tax Rebates
- Economic Development Incentive Fund

PLACEMAKING



- Outdoor Spaces Grants
- Façade Improvement Grants
- RevitalizeSA: Corridor Leadership Program
- San Antonio Economic Development Corp.

SMALL BUSINESS



- Zero Percent Loan Program
- LaunchSA
- Supply SA
- Capacity Building & Bond Assistance
- Small Business Economic Development Advocacy (SBEDA)
- Construction Mitigation Program and Grants

GROWTH COMPANIES



- SBIR/STTR Matching Grant Program
- Phase 0 SBIR/STTR Grant Program
- Second Stage Company Grant Program

Incentive Policy Review



Incentives should balance:

Competitiveness,
retention, and
reinvestment

Net positive economic
and fiscal transaction

Serving broader
community needs



Incentive policy updates continue to:

Prioritize high wage jobs
and competitiveness

Simplify accessible
policy tied to key areas

Streamline efficient
processes and objective
metrics

Overview of Updates



Administrative

- Wage updates and indexing
- Clarification on a “Qualified Employee” and hybrid work
- Capping abatement values



Programmatic

- Continue to support goals identified by other departments
- Contruction considerations
- Intensive Power Users



Other

- Clarified prevailing wage reporting
- Changes recommended from CAO based on recent negotiated projects

Wage Updates



Tax Abatement/Rebates

Wage Type	Current Wage	New Wage
COSA Minimum	\$ 17.50/hr	\$ 18.00/hr
80% of San Antonio Median Wage	\$ 20.54/hr	\$ 22.92/hr

- 100% of jobs required to be paid COSA minimum wage
- 90% of jobs required to be paid 80% median wage

- Require ALL employees (existing and new) be paid minimum of current wage levels
- Index annually

Strategic Job Grants (EDIF)









Minimum Annual Wage Rate	Maximum Amount per New Position
\$89,389 – 99,389	\$1,000
\$99,890 – 109,389	\$1,500
\$109,390 – 119,389	\$2,000
\$119,390+	\$2,500

- 100% of jobs require the city median income of \$28.65/hr
- 90% of jobs require 150% of the median income (\$89,389 or \$42.97/hr)

Proposed Tax Abatement/Rebate Matrix



Tax Abatement and Rebate Eligibility Matrix

	 Hourly Wage		 Capital Investment		 No. of Jobs Created	 Base Tax Abatement/Rebate %	 Exceptional Enhancements
Tier 1	\$22.92	AND	\$10M	AND	50	20%	
Tier 2	\$28.00	OR	\$25M	OR	200	30%	 + 10% Regional Center
Tier 3	\$33.00	OR	\$50M	OR	400	40%	 + 10% Targeted Industry
Tier 4	\$38.00	OR	\$100M	OR	600	50%	
Tier 5	\$43.00	OR	\$150M	OR	800	60%	 + 10% Equity Matrix
Tier 6	\$48.00	OR	\$250M	OR	1000	70%	

Note: All projects for Tax Abatement must meet initial minimum investment, wage and job creation requirements (Tier 1). To be eligible for Tiers 2 - 6, only one of the corresponding wage, capital investment, or job creation levels must be met.

Matrix Application:






Project XYZ:

- Base wage: \$30/hour
- Capital investment: \$110M
- Jobs created: 100
- Industry: IT/Cybersecurity

✓ **Rebate/Abatement Percentage: 60%**

✓ **Recommended Length: 7-9 years**

Tax Abatement and Rebate Eligibility Matrix

							
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Remote and Hybrid Employees



Ch. 312 Tax Abatements

- Clarifying and limiting work not conducted at project site:
 - No more than five-percent (5%) of the Full Time Jobs may be hybrid, but must still be physically present at project site at least twice per week

Ch. 380 Tax Rebates and Grants

- For companies with hybrid schedules, employees must:
 - spend at least 60% of their annual hours at the project site engaged in services on-site; **or**
 - reside within City of San Antonio, City of San Antonio ETJ, or Bexar County

Power Intensive Users



Grab Power While You Can

Electricity is the new gold in the race to build more data centers.



Airlines headquarters in Mount Prospect.

BISNOW

A Fight Between Big Tech And An Ohio Utility May Preview Turmoil Ahead For Data Centers

September 22, 2024 | Dan Rabb, Data Centers



TAB Chair VILLARREAL: To Help U.S. Lead, Texas Needs to Maintain Tech & AI Dominance Over China

THE HILL

The US must secure its supremacy against China in AI and cloud computing



Cloud AI building boom propels server, storage market to record highs

Power Intensive Users

- User requiring, or projected to, 40 MW or more
- Typically requires the development of a substation

Align approach for incentivizing and recruiting power-intensive economic development projects with emphasis on job-producing investments:

Power Intensive Users must meet Tier 2 Requirements of 200 jobs

Construction Considerations



Requests submitted by Laborers' International Union of North America (LiUNA!):

- Safety standards:
 - Prior to starting construction work all:
 - construction workers receive and complete OSHA-10 training
 - supervisors receive and complete OSHA-30 training
 - Mitigating heat-related illness (Ordinance 2023-08-31-0585)
 - Ensure ordinance applies to employees of construction projects receiving incentives
- Local hiring efforts:
 - Required to demonstrate effort to hire 50% of all construction workers during construction period residing within City of San Antonio
- Prevailing wages:
 - Recipients of incentives must provide salaries (general prevailing wage or COSA entry wage rate, which is ever is higher) to all employees



Stakeholder Engagement

- Bexar County Economic & Community Development
- BioMedSA
- Brooks
- Business and Community Development Organizations
- Chambers of Commerce
- COPS/Metro
- COSA Departments
- CPS Energy
- General Contractors/Associations
- greater: SATX
- LiUNA!
- NAACP
- NALCAB
- Port SA
- SAWS
- Site Consultants
- Small Business Advisory Commission (SBAC) Members

- ✓ 80% Median Income
- ⊖ Base wages and indexing
 - Existing companies impacted
 - Target industry impact
- ✓ Hybrid/Remote Work
 - Change “and” to “or”
 - Ease of compliance
- ✓ Capped Tax Abatement Value
- ⊖ Power Intensive Users
 - “Open for Business”
 - SA Climate Ready
- ✗ Construction Considerations

Summary: Recommended Ch. 312/380 Revisions



REQUIREMENT/CRITERIA	CURRENT GUIDELINES	PROPOSED GUIDELINES
Base Wages and Indexing	Entry Wage (\$17.50); AND 80% of Median Wage (\$20.54)	Entry Wage (\$18.00); AND 80% of Median Wage (\$22.92); Both indexed throughout the life of the agreement; Applies to both new and existing jobs
"Qualified Employee" Definition	Employees associated with the job site, working at least 2,080 hours/year	Ch. 312: No more than 5%; 2 days/week at site; Ch. 380: Spend at least 60% of their annual hours (1,248 hours) at the project site engaged in services on-site; or reside within City of San Antonio, City of San Antonio ETJ, or Bexar County
Tax Abatement Value	Assigned a percentage based on matrix, which could result in larger value if investment increases	Capping rebates and abatement using the value that the company is eligible for, based on the estimated investment indicated in their incentive application
Power Intensive Users		40MW or higher must meet minimum of Tier 2 Requirement of 200 Jobs

Next Steps:



City Council A Session
Consideration

- November 21

Implementation

- January 1, 2025

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