

**CITY OF SAN ANTONIO  
ECONOMIC DEVELOPMENT INCENTIVE FUND (EDIF) PROGRAM GUIDELINES**



*Updates effective January 1, 2025  
(Approved by City Council on December 12, 2024)*

**CITY OF SAN ANTONIO  
Economic Development Department  
P.O. Box 839966  
San Antonio, Texas 78283-3966  
[www.sanantonio.gov/edd](http://www.sanantonio.gov/edd)**

## 1. PURPOSE

Chapter 380 of the Texas Local Government Code (“Chapter 380”) allows San Antonio City Council (“City”) to establish and provide for the administration of one or more programs including programs for making loans and grants of public money and providing personnel and services of the municipality, to promote economic development and to stimulate business and commercial activity in the City of San Antonio.

Since FY 2004, the City has appropriated funding in the City’s General Fund Budget for the sustainment of an Economic Development Incentive Fund (“EDIF”). The primary purpose of the EDIF is to make funds available, in accordance with Chapter 380 of the Local Government Code and the City’s EDIF Program Guidelines (“EDIF Program” or “Guidelines”), for financial incentives in the form of economic development grants and/or loans to companies seeking to create or retain jobs and invest in San Antonio.

The City approves the updates to guidelines for Chapter 380 effective January 1, 2025.

Agreements made pursuant to Chapter 380 of the Texas Local Government Code are binding legal documents governing all agreed provisions and requirements between the parties.

## 2. DETERMINATION OF AMOUNT OF EDIF ASSISTANCE

The amount of EDIF assistance for a business recruitment or retention/expansion project will be based on a determination of need for financial incentives from the City to ensure the attraction, retention and/or expansion of the eligible company or program. Staff will also conduct a fiscal benefit analysis on each such project and evaluate the total benefits from all financial incentive programs the City might offer for the project. The amount of EDIF assistance offered to other eligible projects, programs, and initiatives will be evaluated and determined based on the individual merits of each request in accordance with the principles set forth herein.

The City is particularly interested in attracting certain target industries (each defined herein as a “Target Industry”) that will help strengthen and diversify the City’s economy, which have been identified as: Mobility, IT Security/Infrastructure, Sustainable Energy, Corporate Services, and Bioscience Anchors and Catalysts.

## 3. GRANT ELIGIBILITY

3.1 Eligible Program and Project Categories. The following categories are eligible for consideration for EDIF assistance:

- A. The attraction and recruitment of companies, domestic and international, that plan to create jobs and investment in Targeted Industries, including corporate headquarters.
- B. The retention and/or expansion of local companies, including corporate headquarters, that are considering relocating and/or expanding outside of San Antonio.
- C. Promote development and investment at and around former military bases (Port San Antonio and Brooks City-Base), in identified corridors, and within State Enterprise Zone census tract areas.

- D. Promote targeted development and investment in Regional Centers as defined by the *SATomorrow Comprehensive Plan* and for which Council has approved specific industry and development plans.
- E. Programs and projects creating a scale increase (e.g. doubling) outcomes in research, innovation, start-ups, or entrepreneurial development, leading to commercialization of new technologies, products, or services in the City’s Targeted Industries, where applicants demonstrate a track record of outcomes for no less than two years and matching dollars which must include private sector support.
- F. Training, recruitment, retention, and development of a skilled workforce to support growth in the Targeted Industries and in the Creative Industries.
- G. Infrastructure, facilities, and equipment to support growth in the Targeted Industries.
- H. Events, marketing, sponsorships, industry groups, legislative programs, and other initiatives that help grow and/or promote the Targeted Industries.
- I. Projects, programs, or initiatives in the Creative Industries that directly create or retain jobs or support the creation or retention of jobs in the Targeted Industries.

3.2 Eligibility Requirements for Strategic Industry Per Job Grant. A company, firm, entity, or organization that has submitted an executed Joint Incentive Application to the City’s Economic Development Department (“EDD”) for consideration (“Applicant”) may be eligible for EDIF assistance if the Applicant’s proposed project (“Project”) falls within one or more of the categories listed under section 3.1 and meets the following requirements:

- A. The Applicant’s primary business is in one of the defined Target Industries and throughout the full term of the Incentive Agreement:
  - 1) Pay one hundred percent (100%) of all Full-Time Employees associated with the Project Site at least the Median Wage; and
  - 2) Pay at least ninety percent (90%) of all Full-Time Employees associated with the Project Site at least the Minimum Annual Wage Rate; and
  - 3) All New Full-Time Jobs created must be filled and maintained for a minimum of three (3) years in order to qualify for grant disbursement; and
  - 4) Offers worker’s compensation and a Healthcare Benefits Package to all Full-Time Employees associated with the Project Site and their eligible dependents.

<b>Minimum Annual Wage Rate</b>	<b>Maximum Grant Amount</b>
150% - 165% of Median Wage	\$1,000 per new position
More than 165% up to 185% of Median Wage	\$1,500 per new position
More than 185% up to 195% of Median Wage	\$2,000 per new position
More than 195% of Median Wage	\$2,500 per new position

B. The following table reflects the maximum amount of EDIF Grant Funding available to a qualifying business based on the Minimum Annual Wage Rate for net New Full-Time Jobs:

3.3 Eligibility Requirements for Tax Rebates:

A. An Applicant may be eligible for a Tax Rebate on real and/or personal property taxes if the Applicant’s Project falls within one or more of the categories listed under section 3.1 and meets the following requirements:

- 1) Project must create a minimum of fifty (50) New Full-Time Jobs associated with the Project Site; and
- 2) Project must have a Capital Investment of at least ten million dollars (\$10,000,000.00) in real and/or personal property improvements; and
- 3) Throughout the term of the Incentive Agreement, pay one hundred percent (100%) of all Full-Time Employees associated with the Project Site at least the Entry Wage; and
- 4) Throughout the term of the Incentive Agreement, pay at least ninety percent (90%) of all Full-Time Employees associated with the Project Site at least eighty percent (80%) of the Median Wage; and
- 5) Throughout the term of the Incentive Agreement, offer worker’s compensation coverage and a Healthcare Benefits Package to all Full-Time Employees associated with the Project Site and their eligible dependents; and
- 6) The Project must meet the Minimum Capital Investment and Minimum Number of Job Creation requirements in the table below to qualify for the respective Base Tax Rebate:

<b>Tier</b>	<b>Hourly Wage</b>		<b>Minimum Capital Investment</b>		<b>Minimum No. Of Jobs Created</b>	<b>Base Tax Rebate</b>
1	80% of Median Wage	AND	\$10M	AND	50	<b>20%</b>
2	100% of Median Wage	OR	\$25M	OR	200	<b>30%</b>
3	115% of Median Wage	OR	\$50M	OR	400	<b>40%</b>
4	135% of Median Wage	OR	\$100M	OR	600	<b>50%</b>
5	150% of Median Wage	OR	\$150M	OR	800	<b>60%</b>
6	170% of Median Wage	OR	\$250M	OR	1000	<b>70%</b>

NOTE: Percentage is only on the Maintenance & Operations (M&O) portion of the City’s property tax rate. Current M&O rate can be found on the City’s [Tax Rate Summary Page](#).

- B. Exceptional Enhancements: Projects that are: 1) located in a regional center; 2) within a Targeted Industry; and/or 3) in a census tract with a combined score of at least 7 in the City of San Antonio Equity Atlas may receive an additional 10% rebate per qualified exceptional enhancement met, up to 30% if all three are met.
- C. Furthermore, projects that are located in a census tract with a combined score of at least 7 in the City of San Antonio Equity Atlas be offered additional incentives for Project-related costs. Atlas may, at the City’s discretion, be offered additional incentives for Project-related costs which may include reimbursement for costs related, but not limited, to:
  - Infrastructure: water, wastewater, roads, electric; or
  - Site Work: site development, rail spur development, other site mitigation; or
  - Financing: site acquisition or training.
- D. Power-Intensive Users: Projects that plan to utilize, or doe utilize, more than 40Mw of energy per year must meet the Tier 2 requirement of creating at least 200 jobs and satisfy the requirements in 3.3(A) above to be considered for EDIF assistance.

- 3.4 Catalytic Projects: Projects that meet Tier 6 eligibility matrix requirements with at least one (1) Exceptional Enhancement and have the potential for higher-than-normal economic impacts to the City may, at the City’s discretion, be offered additional incentives for Project-related costs which may include reimbursement for costs related to:
- Infrastructure: water, wastewater, roads, electric; or
  - Site Work: site development, rail spur development, other site mitigation; or
  - Financing: site acquisition or training.

**4. AGREEMENT TERM**

Tax Rebate Projects may be eligible for the following rebate term:

Maximum Rebate Term	Minimum Requirements
3-4 years	Less than \$50M invested or less than 400 Jobs
5-6 years	\$50M - \$99M or 400-599 Jobs
7-9 years	\$100M - \$249M or 600 - 999 Jobs
10 years	\$250M+ or 1000+ Jobs

**5. ANNUAL WRAP-AROUND SUPPORT REQUIREMENT**

5.1 Dedication. Each calendar year or partial calendar year during the term of Agreement, commencing on the first disbursement of EDIF funds and continuing until the termination or expiration of the Incentive Agreement, all Tax Rebate recipients will be required to dedicate 10% of their total EDIF assistance value per year into a dedicated spending account (“Dedicated Funds”). All Dedicated Funds must be expended on training, transit, or childcare for their firm’s employees.

- A. The following items are considered eligible uses of Dedicated Funds:
  - 1) Training: Key elements to developing a strong workforce and meeting employment

needs are **training and retaining talent**. To this end, employers can participate in or support the following:

- a. Paid Internships or Apprenticeships;
  - b. TXFAME/TX FAST;
  - c. DOD SkillBridge Program;
  - d. Justice-Involved Employee Support;
  - e. Internal, customized training resulting in industry-recognized credentials;
  - f. Internet and IT equipment training; or
  - g. Career coaching for transitioning employees; or
  - h. Other as approved by the Economic and Workforce Development Departments
- 2) Childcare Needs: Childcare presents a dual-generation workforce opportunity where the youngest community members receive quality, reliable, early childhood education while allowing parents to establish stable careers. Such efforts can be supported by:
- a. Providing onsite quality childcare;
  - b. Providing childcare vouchers, subsidies, or reimbursements for Quality Childcare facilities (TRS or other nationally accredited center);
  - c. Providing stipends or subsidies to support childcare workers;
  - d. Purchasing slots at a quality childcare facility; or
  - e. Partnering with PreK 4 SA for expertise in childcare support mechanisms.
- 3) Transportation Needs: Affordable, reliable, and safe modes of transportation improves San Antonio's Workforce's access to employment, education, training, and other services. To support these efforts an employer can:
- a. Provide or subsidize, VIA passes, or
  - b. Incentivize alternative modes of transportation (i.e., walking, bikes, scooters, carpools, vanpools).

B. At least sixty (60) days prior to receiving any incentive, Tax Rebate recipients must submit a plan of use to the Economic Development Department to confirm and approve use in the programs set forth above or any other program deemed acceptable to the City.

## 6. USE OF CHAPTER 380 EDIF FUNDS

- 6.1 Funds allocated through the EDIF Program may be used in combination with other incentive tools and programs in the development of a proposed incentive package for a specific project that will attract, retain and/or expand jobs in a Targeted Industry. EDIF funds may also be used for projects, programs, and initiatives that promote entrepreneurial development, spur innovation, facilitate the commercialization of local technology and intellectual property, grow startup companies in Targeted Industries, and support workforce development initiatives.
- 6.2 Projects, programs, and initiatives must demonstrate that EDIF assistance is essential to the City's ability to compete favorably with other cities to attract a targeted project that create new jobs, to retain jobs that may relocate elsewhere, to assist in the expansion of jobs by a local company, or to develop programs or projects for entrepreneurial development or the Creative Industries that would not otherwise occur in San Antonio.
- 6.3 Approved EDIF funds may be used for the following expenditures:

- A. Public improvements associated with the project;
  - B. Training programs and other initiatives to develop and sustain a skilled workforce for the Targeted Industries and the Creative Industries;
  - C. Real and personal property acquisition and site development;
  - D. Company relocation expenses for moving operations to San Antonio;
  - E. Facility construction and/or real property improvements;
  - F. Studies or planning that promote growth in the Targeted Industries;
  - G. Grants or loans to the San Antonio Economic Development Corporation and the San Antonio Economic Development Foundation (now known as greater: SATX);
  - H. Utility infrastructure costs for eligible projects not totally funded by CPS Energy and SAWS;
  - I. Grants or loans to community partners;
  - J. Restoration or adaptive reuse of existing structures associated with a project retaining and/or creating jobs, including existing structures over the Edwards Recharge Zone or Contributing Zone;
  - K. Entrepreneurial development programs and initiatives in the Targeted Industries subject to Section 2.1(e.);
  - L. Third party due diligence, evaluation, and financial analysis of eligible projects;
  - M. Marketing, events, sponsorships, trade shows, and trade missions in support for entrepreneurial development and Targeted Industries and support for industry advocacy groups; and/or
  - N. To promote state or local economic development and to stimulate business and commercial activity in the City of San Antonio.
  - O. To support other City departments' goals that align with Chapter 380, the EDIF Program Guidelines, and the City's ability to disperse EDIF funds.
- 6.4 Ineligible and Restricted Areas or Uses. Regardless of the investment or number of jobs created, the following types of businesses and projects are not eligible for EDIF assistance:
- A. Projects involving new construction over the Edwards Aquifer Recharge or Contributing Zone (see Appendix A) that will result in additional impervious cover at the project site;
  - B. Retail operations, including stores selling goods and services directly to customers;
  - C. Hotels and motels;
  - D. Outbound or contract call centers;

- E. Projects encroaching on military operations as defined in the SA Tomorrow Comprehensive Plan, Department of Defense Joint Land Use Studies, or the City's Annexation program; or
- F. Those projects statutorily prohibited under Chapter 380.

## **7. AUTHORIZATION FOR USE**

The City Manager is authorized to offer EDIF funds for programs meeting the eligibility requirements set forth in these Guidelines and make recommendation to City Council. All Agreements for the use of funds from the EDIF must receive City Council approval, except professional services agreements under \$50,000.00, which the City Manager may approve, as authorized under the City's Administrative Directive 1.6 Purchasing Procedures. Staff will first advise the Economic and Workforce Development Committee ("EWDC") before entering into any such agreements involving studies and/or programs related to policy issues.

## **8. AMOUNT OF EDIF INCENTIVE PER PROJECT OR PROGRAM**

- 8.1 Grant Funding. The amount of incentive for a Project will be based on the proposed merit and value of a Project, including the criteria established by these Guidelines, which include, without limitation the amount of capital investment, location of the Project, job creation/retention, average annual salary, entrepreneurial nature of the project or program, type of industry and other factors the City may determine to be relevant with respect to the Project. EDIF rebates will be based on the Capital Investment amount specified in the Application. The total amount of any EDIF assistance grant by the City shall not exceed such estimated value. Grant payments will be disbursed based on terms negotiated with the recipient. Generally, payments will not be made until the project receives a Certificate of Occupancy, lease commencement, , and job creation milestones are met.
- 8.2 Loan Funding. Loans for projects are encouraged, and the total amount of an EDIF loan for any one project will generally be limited to the amount of new taxes generated by the proposed development over a five-year period up to \$1.0 million for projects locating in a regional center and up to \$500,000 for projects locating outside a regional center. The terms of any loan will generally include an interest rate based on City's average rate of return at the time of the loan (as determined by the Finance Department) or a rate separately negotiated. Normally, loan payments will not be disbursed until the issuance of a Certificate of Occupancy, unless otherwise negotiated. A loan repayment schedule with interest will be negotiated separately for each project or program and incorporated into a Loan Agreement. If possible, the City will secure the loan with some form or reasonable collateral and/or personal guarantee. All loan repayments and interest will be deposited back into the EDIF.
- 8.3 Staff Consideration. Staff may individually consider projects involving startup companies and the retention/expansion of local jobs and negotiate an appropriate assistance amount to recommend to City Council. In considering EDIF requests from local companies to retain and expand jobs, staff will evaluate, among other things, the fiscal and economic impact of the project, the threat of losing jobs to another community, the location of the jobs in San Antonio, the level of new investment proposed, the type of industry, and the competition for these jobs in other communities.

Although these Guidelines establish the maximum term and maximum amount of assistance that may be available to certain types of projects, the actual term and of an Incentive Agreement will be determined on a case-by-case basis and may be less than the maximum available term and assistance specified in these Guidelines.

The Economic Development Director can prepare, sign, and provide prospective companies a qualified incentive offer letter for potential projects fitting the criteria set out in these Guidelines. Any potential projects requiring waivers to the minimum criteria and requirements require City Manager signature.

## **9. APPLICATION PROCEDURES AND CONSIDERATIONS**

- 9.1 Application. If a given Project qualifies for a Strategic Industry Per Job Grant and/or a Tax Rebate pursuant to the Guidelines, an Applicant must complete and submit a fully executed Joint Incentive Application (with required attachments) (“Application”) and the appropriate fee to the City’s Economic Development Department (see Section 10.2 below). The Application must provide the required Project information and describe how the Project meets the criteria outlined in the Guidelines. Additional information may be requested by the City as needed. An application can be obtained from the Economic Development Department’s website: [Incentives \(sanantonio.gov\)](http://Incentives.sanantonio.gov) If an Agreement has not been finalized within six months from date of City’s receipt of Application, the City may terminate a pending Application at its sole discretion. Any submission of a subsequent Application following such termination will require another application fee for consideration of the Application.
- 9.2 Non-Refundable Application Fee. An Applicant must submit a non-refundable application fee in the amount of \$2,500 submitted in the form of a cashier’s check or money order (payable to the City of San Antonio) which shall be paid by the Applicant to the City’s Economic Development Department at the time of the Application submission. Applicants requesting EDIF assistance and a Chapter 312 Tax Abatement on the same Application shall only be required to submit one non-refundable application fee.
- 9.3 Assignment or Amendment. Any Project that requires an assignment of or an amendment to an existing Agreement may be required to pay an additional fee of \$2,500 to the “City of San Antonio”.

## **10. ADDITIONAL TERMS AND CONDITIONS**

- 10.1 Timing. City Council will not consider any projects if the Applicant has already applied for any building permit (including any conditional permits) or for a Certificate of Occupancy with the City’s Development Services Department. In addition, a Tax Rebate may only be granted for the additional value over the Base Year Value resulting from eligible property improvements made subsequent to and specified in an Incentive Agreement between the City and the property owner subject to such limitations as the City may require.
- 10.2 City Council Approval. City Council retains sole authority to approve or deny any EDIF assistance and is under no obligation to approve any Application or Incentive Agreement. City Council approval is required for each Incentive Agreement.
- 10.3 Flexibility and Transparency. The City will work with each eligible company to recommend an

incentive package that best meets the City’s priorities and that minimizes each company’s compliance burden. The City reserves the right to adjust the EDIF assistance, tax rebate, and/or tax abatement taking into consideration cost/benefit analysis, and additional incentives offered, such as cash grants, fee waivers, etc. EDD will negotiate all Incentive Agreement terms on a case-by-case basis.

- 10.4 Commitment for Utilization of Certified S/M/W/VBE Companies. All Projects receiving a Tax Rebate must make a commitment to utilize local Certified S/M/W/VBE Companies for a minimum of 10% of all construction costs (both hard and soft) associated with the Project. Failure to meet the goal will result in a reduction in the calculation of the maximum rebate each by 10 percentage points.
- 10.5 Prevailing Wage Reporting. During construction of Project facilities related to the Incentive Agreement, recipients of a Tax Rebate or Strategic Industry Per Job Grant must report to City the salaries of all employees, including contract employees and employees hired by contractors.
- 10.6 Safety Programs Requirement. (i) At least 60 days prior to the start of construction at the Project Site, Recipient shall submit to the City the safety programs Experience Modification Ratings (EMR) of all general contractors working at the Project Site. (ii) At least 60 days prior to the start of operations at the Project Site, Recipient shall submit Recipient's safety program to City. All safety programs must include the OSHA-10 safety course or equivalent, and address heat-related illnesses.
- 10.7 Local Hire Requirement. Where not otherwise prohibited by federal, state, or local laws or regulations, EDIF/tax abatement recipients agree to make good faith efforts to hire at least 30% of full-time employees associated with the Project Site from within the city limits of San Antonio, the Extra-Territorial Jurisdiction (ETJ), or from within Bexar County.
- 10.8 San Antonio Ready to Work (“Ready to Work”) Collaboration: All recipients of EDIF/tax abatements will be required to work with the City to create a customized Ready to Work collaboration plan, which shall include as part of the plan, for the Recipient to interview and hire qualified Ready to Work program participants for open positions.
- 10.9 Good Standing. Applicants shall not have an uncured breach or default of any prior or active incentive agreements with any entity.

## 11. COMPLIANCE

All recipients of EDIF assistance are subject to annual and/or semi-annual compliance assessments conducted by EDD throughout the Incentive Agreement term. Each year, prior to receiving a tax rebate, loan, grant, or any other benefit, EDD will determine recipient’s compliance with the terms and conditions of the Incentive Agreement. Compliance will take place at the time specified in the Incentive Agreement, however, the City reserves the right to perform additional evaluations for compliance, with reasonable notice to the recipient, if City deems necessary. Evidence of noncompliance may be grounds for termination in accordance with termination provisions under the Incentive Agreement. At its discretion, the City may work with the recipient to develop a plan and

timeline for becoming compliant. City Council may cancel or modify the Incentive Agreement if the property owner and/or lessee fails to comply with any terms of the Incentive Agreement.

## 12. RECAPTURE

Incentive Agreements will provide for remedies in the event the recipient fails to meet any of the terms and conditions of the Incentive Agreement, including amendment, suspension, or termination of the Incentive Agreement, or the recapture of incentives and/or benefits (e.g. grants and fee waivers) awarded. These recapture provisions will survive any subsequent assignment of the Incentive Agreement and may extend beyond final disbursement of any EDIF funds or the termination of the Incentive Agreement.

## 13. ADMINISTRATION OF EDIF

The Economic Development Department will administer the EDIF Program and coordinate with other City Departments, such as the Center City Development & Operations Department, Office of Military Affairs, and Finance Department.

## 14. DEFINITIONS

- **Agreement Term** means the full term of the Incentive Agreement, including the grant or rebate period, and the recapture period.
- **Applicant** means a company, firm, entity, or organization that has submitted an executed Joint Incentive Application for consideration by the City's Economic Development Department.
- **Base Year Value** means the assessed value of eligible property, as of January 1<sup>st</sup> preceding the execution of the Chapter 380 Agreement.
- **Capital Investment** means expenditures for real property improvements such as, without limitation, new facilities and structures, site improvements, infrastructure improvements, facility expansion, facility modernization, and utility installation. Capital Investment does NOT include land acquisition costs or the cost or value of any improvements existing on the property prior to the City Council's authorization of execution of an Incentive Agreement.
- **Chapter 380** means the Texas Local Government Code, Chapter 380, popularly referred to as Chapter 380, which authorizes Texas municipalities to establish and provide assistance for economic development.
- **City** means the City of San Antonio, Texas.
- **City's Annexation Program Policy** means the legal process that adds land to the corporate limits of a city. Annexation allows cities to extend municipal services, City codes and regulations, voting privileges, and taxing authority to the new annexed territory. The intent of the Annexation Policy is to implement the SA Tomorrow Comprehensive Plan by providing City Council with guidance for making decisions about annexation and other issues within San Antonio's extraterritorial jurisdiction (ETJ).

On December 1, 2017, Senate Bill (S.B.) 6 became effective and required Tier 2 Cities (cities

located in counties with more than 500,000 residents) to obtain voter approval of the proposed annexation through an election process. The new law permits cities to hold elections – which allow voters within five (5) miles of military bases – and choose between being annexed or allowing cities to adopt and enforce their land use regulations, per the most recent Joint Land Use Study (JLUS), revising its Annexation Policy in order to provide new strategies and criteria to better manage growth and development issues within its ETJ. The City’s policy is currently being updated to conform to the most recently passed State annexation provisions and goals of the SA Tomorrow Comprehensive Plan and is tentatively scheduled for consideration and approval in Fiscal Year 2023

- **Compliance** means the post-execution performance process by which terms and conditions are demonstrated by the company and verified by the Economic Development Department.
- **CPS Energy** means the nation’s largest municipally owned energy utility providing both natural gas and electric service in and around San Antonio, the nation’s seventh largest city.
- **Creative Industries** means those industries which have their origin in individual creativity, skill, and talent and which have a potential for wealth and job creation through the generation and exploitation of intellectual property. The Creative Industries sectors primarily include advertising, architecture, arts and crafts, design, film and video, interactive leisure software, music, the performing arts, publishing, software and computer games, and television and radio.
- **Department of Defense Joint Land Use Studies** means the collaborative study including city, county, state, and federal officials, residents, business and landowners, and the military to identify compatible land uses and growth management guidelines near installations. The Alamo Area Council of Governments Compatible Use Program facilitates communication and collaboration between local Joint Base San Antonio (JBSA) military installations and municipal, county and community stakeholders. The Compatible Use Program promotes compatible civilian development and activities in support of the local military mission; preserves and protects the public health, safety, and general welfare; enhances the security of installation missions; protects and preserves military readiness and quality of life; and enhances civilian, and military communications, and collaboration.
- **DOD SkillBridge Program** means the Department of Defense SkillBridge Program that provides retiring and transitions service members the opportunity to participate in industry training programs while transitioning out of their military careers. It is an opportunity for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. SkillBridge connects Service members with industry partners in real-world job experiences. Website: <https://skillbridge.osd.mil/program-overview.htm>
- **EDD** means the City of San Antonio Economic Development Department.
- **EDIF** means the City of San Antonio Economic Development Incentive Fund.
- **Edwards Recharge and Contributing Zones** means that area where the stratigraphic units constituting the Aquifer crop out, including the outcrops of other geologic formations in proximity to the Aquifer, where caves, sinkholes, faults, fractures or other permeable features would create a potential for recharge of surface waters into the Aquifer (the Edwards Aquifer Recharge Zone).

The Contributing Zone is the drainage area or the catchment area. Here the land surface "catches" water from rainfall that averages about 30" per year, and water runs off into streams or infiltrates into the water table aquifer of the Edwards Plateau (see Appendix A).

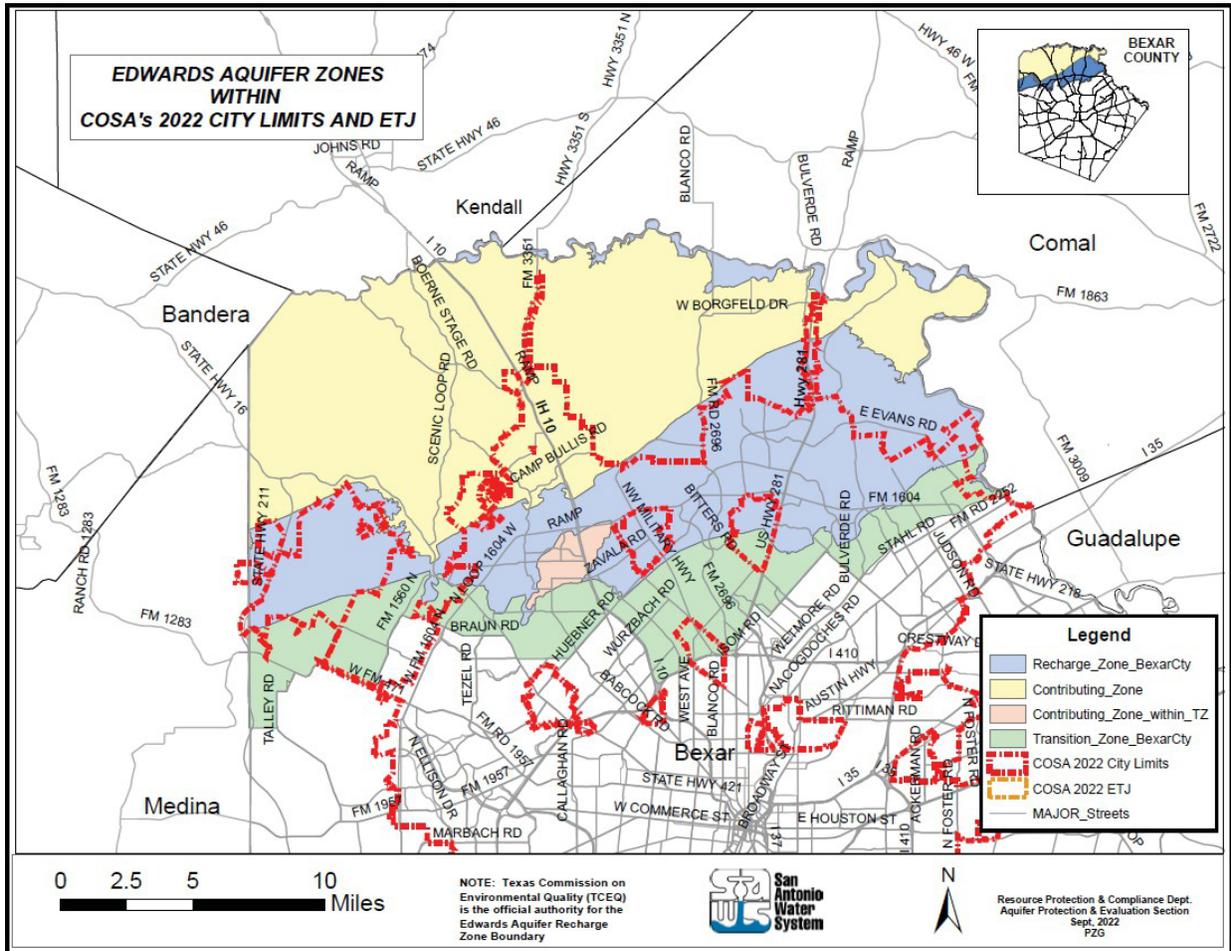
- **Eligible Dependents** means a person that meets all the eligibility criteria established within the Applicant's healthcare benefits plan, generally understood to be but not limited to Spouse/Common Law Spouse, Domestic Partner (same gender or opposite), dependent child(ren) up to age 26 (biological child, stepchild, adopted child, domestic partner child, or foster child).
- **Entry Wage** means the starting wage for all non-uniformed City employees as determined by the City's Annual Adopted Budget and is subject to indexing or adjusting as the budget is updated. As of Fiscal Year 2025, the current Entry Wage is \$18.00 per hour. The Entry Wage is exclusive of benefits, bonuses, overtime, commissions, shift differentials, and any other non-guaranteed wages.
- **Equity Atlas** means the City of San Antonio's [Equity Atlas tool](#) highlights the disparities within the City and assigns rankings that identify areas that experience higher or lower equity levels based on race and income. To be eligible for the 10% Equity Matrix enhancement, the project site must have a combined equity score of 7 or higher.
- **Experience Modification Rating (EMR)** is the numerical value assigned to a business that reflects its historical workers' compensation claim frequency and severity, relative to other businesses in the same industry. The EMR will be determined by the National Council on Compensation Insurance (NCCI) Texas-specific formula.
- **Full-Time Employee** means employees associated with the Project Site on a permanent basis (approximately 2,080 straight-time paid hours per calendar year).
- **Headquarters** means a company with at least 5 officers or directors (specifically including the Chief Executive Officer residing in the San Antonio Metropolitan Statistical Area) of the company based in San Antonio at the Project Site and that represents San Antonio as its company headquarters on the primary company website.
- **Healthcare Benefits Package** means a Qualified Health Plan (otherwise known as minimum essential coverage) as defined in the Affordable Care Act.
- **Median Wage** means the higher of: (a) the median annual income of \$59,593.00 (or \$28.65 per hour); or (b) the indexed median annual income rate for an individual living in San Antonio, Texas, as determined annually by the United States Census Bureau American Community Survey 5-Year Estimates (excluding benefits, bonuses, overtime, commissions, shift differentials, and any other non-guaranteed wages).
- **Minimum Annual Wage Rate** means the higher of: (a) one hundred fifty percent (150%) of the median annual income of \$89,390.00 (\$42.97 per hour); or (b) one hundred fifty percent (150%) of the indexed median annual income rate as determined annually by the United States Census Bureau American Community Survey 5-Year Estimates (excluding benefits, bonuses, overtime, commissions, shift differentials, and any other non-guaranteed wages) (the "Minimum Annual Wage Rate").

- **Minority-, Women-, or Veteran-Owned Business Enterprise** means a business certified by the South Central Texas Regional Certification Agency (SCTRCA).
- **New Full-Time Employee** means a person who is hired by the company after execution of an Agreement in a “New Full-Time Job” associated with the Project Site on a permanent basis (approximately 2,080 straight-time paid hours). These jobs must be dependent upon the proposed project (i.e., the positions would not exist if the project were not completed). These jobs must not simply relocate current employees from within the San Antonio Metropolitan Statistical Area. A permanently contracted job will not be considered a New Job.
- **New Full Time Job** means a position created after the execution of an Agreement that is dependent upon the proposed project (i.e. the position would not exist if the Project is not completed) and is for the primary benefit of recipient's business activities. in which the employee worked or was paid at least 2,080 hours per calendar year and was paid in accordance with the Agreement. These jobs must not simply relocate current employees from within the San Antonio Metropolitan Statistical Area. A permanently contracted job will not be considered a New Job. These jobs may not be transferred by the Applicant from an existing facility or location in the state of Texas unless the Applicant fills the vacancy caused by the transfer. Applicant may not create a job to replace an existing job, unless Applicant fills the vacancy caused by the replacement.
- **New Taxable Tangible Personal Property** means any taxable tangible personal property other than inventory and supplies that (i) is subject to ad valorem taxation by the City; (ii) is located on the property subject to Incentive Agreement; (iii) is owned or leased by the party to the Incentive Agreement; and (iv) was not located in the City prior to the period covered by the Incentive Agreement.
- **Power-Intensive Users** means Projects that plan to utilize, or does utilize, more than 40Mw of energy per year.
- **Project Site** means the geographic area as laid out in the metes and bounds of the property within any future incentive agreement and includes the proposed investment.
- **Qualified Employee** means a person who (i) meets the definition of a Full-Time Employee and performs at least sixty percent (60%) of their services for the Applicant at the Project Site; or (ii) who residents within a zip code within the City of San Antonio city limits, its Extra-Territorial Jurisdiction, or Bexar County.
- **Regional Centers** means one of the major building blocks of San Antonio’s city form and a major component of the Comprehensive Plan and the overall SA Tomorrow effort. A major organizing element for the Comprehensive Plan is to focus growth on these regional centers, building on the existing pattern of development.
- **Required Job** means a job that an Applicant commits to creating or retaining as part of an eligible Project.
- **Retained Jobs** means the full-time equivalent position in existence at the time a company enters into an agreement with the City.

- **SA Tomorrow Comprehensive Plan** refers to the innovative, three- pronged planning effort to guide the City toward smart, sustainable growth. Between 2010 and 2040, Bexar County’s population is expected to increase by approximately 1 million people. The Comprehensive Plan addresses land use, urban design, and municipal policy to coordinate City resources and incentive programs to pro-actively accommodate projected growth and provide more choices for current and future residents.
- **Small Business** means the Small Business Size Regulation as defined by the SBA at Small Business Size Regulations in Title 13, Chapter 1 of the Code of Federal Regulations, part 121(13 CFR §121).
- **S/M/W/VBE Companies** means Small/Minority/Women/Veteran-Owned Business Enterprises.
- **Target Industry** means a business providing services in the following sectors: Mobility, IT Security/Infrastructure, Sustainable Energy, Corporate Services, Bioscience Anchors & Catalysts.
- **TXFAME** means the Texas Federation for Advanced Manufacturing education (TX FAME). TX FAME is a partnership of regional manufacturers whose purpose is to implement dual-track, apprenticeship-style training that will create a pipeline of highly skilled workers. The purpose of TX FAME is to be the catalyst for developing world-class technical talent for manufacturing. TX FAME strives to be a conduit between industry and training providers with a primary focus on meeting the needs of manufacturers. Website: <https://www.txfame.com/>
- **VIA** means the VIA Metropolitan Transit, VIA connects our community to opportunity, supports economic vitality, and enhances quality of life throughout our region. VIA serves 14- member cities and the unincorporated areas of Bexar County, operating seven days a week on 92 routes.
- **Wage Indexing** means the process of adjusting wages to ensure compensation meets a specified standard. Wage indexing applies to the Entry Wage, Median Wage, and Minimum Annual Wage Rate, requiring these wages to meet a defined percent of the current market or median wage. This adjustment is required annually throughout the term of the Agreement.
- **Workers’ Compensation Coverage** means insurance providing wage replacement and medical benefits to employees injured in the course of employment.

# Appendix A

## Edwards Recharge and Contributing Zones Map (2022)



# APPENDIX B

## SA Tomorrow Comprehensive Plan Regional Centers Map

