

ORDINANCE 2022-12-01-0898

AMENDING THE CITY OF SAN ANTONIO ECONOMIC
DEVELOPMENT INCENTIVE FUND (EDIF) GUIDELINES
PURSUANT TO CHAPTER 380 OF THE LOCAL GOVERNMENT
CODE.

* * * * *

WHEREAS, Chapter 380 of the Texas Local Government Code (“Chapter 380”) allows San Antonio City Council to establish and provide for the administration of one or more programs that promote economic development and to stimulate business and commercial activity in the City of San Antonio; and

WHEREAS, the Economic Development Incentive Fund (“EDIF”) was established in 2004 to provide a source of funding used to incentivize economic development projects, to attract new companies to San Antonio, and to help local companies expand; and

WHEREAS, EDIF funds have been used to secure projects creating a significant number of jobs, and support studies and initiatives that promote the City and the City’s targeted industries; and

WHEREAS, the City has determined that the EDIF Guidelines will promote state and local economic development and stimulate business and commercial activity within the City of San Antonio; and

WHEREAS, the current version of the EDIF Guidelines were adopted in 2018; and

WHEREAS, the proposed amendments to the Guidelines are consistent with the Strategic Framework approved by the City that prioritize opportunities with significant investment, job creation in the strategic growth industries, high-wage jobs, and projects that demonstrate capacity to address our food and medical needs; and

WHEREAS, the City finds that it is in the best interest of the City to adopt the amendments to the EDIF Guidelines as recommended by staff to be effective January 1, 2023; **NOW THEREFORE:**

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

SECTION 1. The City Council hereby authorizes adoption of amendments to the Economic Development Incentive Fund Guidelines as attached hereto and incorporated herein as **Attachment I.**


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8980-10-51-SS05

SECTION 2. There is no fiscal impact as a result of the passage of this Ordinance.

SECTION 3. This Ordinance is effective January 1, 2023.

PASSED and APPROVED this 1st day of December, 2022.




M A Y O R
Ron Nirenberg

ATTEST:



Debbie Racca-Sittre, City Clerk

APPROVED AS TO FORM:



Andrew Segovia, City Attorney



City of San Antonio

City Council Meeting December 1, 2022

20.

2022-12-01-0898

Ordinance approving amendments to the City's Economic Development Incentive Fund (EDIF) Guidelines pursuant to Chapter 380 of the Local Government Code, originally adopted by City Council on December 11, 2014. [Alejandra Lopez, Assistant City Manager; Brenda Hicks-Sorensen, Director, Economic Development]

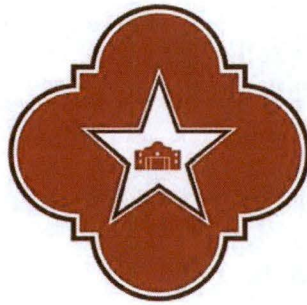
Councilmember Courage moved to Approve on the Consent Agenda. Councilmember Viagran seconded the motion. The motion carried by the following vote:

Aye: Nirenberg, Bravo, McKee-Rodriguez, Viagran, Rocha Garcia, Castillo, Cabello Havrda, Sandoval, Pelaez, Courage

Absent: Perry

ATTACHMENT I

**CITY OF SAN ANTONIO
ECONOMIC DEVELOPMENT
CHAPTER 380 POLICY**



*Effective January 1, 2023
(Adopted by City Council on [HOLD])*

**CITY OF SAN ANTONIO
Economic Development Department
P.O. Box 839966
San Antonio, Texas 78283-3966
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. In accordance with Chapter 380, the City has established and 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, 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 adopts the guidelines for Chapter 380 effective January 1, 2023.

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 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.

3. GRANT ELIGIBILITY AND PROGRAM/PROJECT CATEGORIES

3.1 **Program/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 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. A company, firm, entity, or organization that has submitted an executed Joint Incentive Application for consideration by the City's Economic Development Department ("Applicant") may be eligible for EDIF assistance consideration if the Applicant's project ("Project") falls within one (1) or more of the following Project Categories and meets the eligibility criteria below:

a. Eligibility Requirements for Strategic Industry Per Job Grant:

- i. The Applicant's primary business is in one of the defined Target Industries ("Target Industries"); and
 - A. One hundred percent (100%) of all employees at the Project Site must be paid at least the median income annual rate of \$53,400.00 or \$25.67 per hour;
 - B. At least ninety percent (90%) of all Employees earn at least one hundred fifty percent (150%) of the median income annual rate of \$80,100.00 or \$38.50 per hour (the "Minimum Annual Wage Rate");

- C. All new full-time jobs must be filled and maintained for a minimum of three (3) years in order to qualify for grant disbursement; and
 - D. Offers worker's compensation, as well as a Health Benefits Package to all Full-Time persons employed at the Project Site and their Eligible Dependents.
- ii. Remedies for the enforcement of these requirements will be established in the Economic Development Program Grant Agreement ("Agreement").
 - iii. The following table reflects the maximum level of EDIF Grant funds available to a qualifying business based on the required minimum salaries for net New Full-Time Jobs:

Minimum Annual Wage Rate	Maximum Grant Amount
\$80,100 - \$88,109	\$1,000 per new position
\$88,110 - \$98,789	\$1,500 per new position
\$98,790 - \$104,129	\$2,000 per new position
\$104,130 +	\$2,500 per new position

4. TAX REBATE ELIGIBILITY

- 4.1 **Eligibility:** A new company or an existing company that applies for incentives ("Applicant") may be eligible for a tax rebate ("Tax Rebate Project") on real and/or personal property taxes if the Applicant's Project meets the eligibility criteria below:
- a. Creates a minimum of at least fifty (50) New Full-Time Jobs at the Project Site; and
 - b. Invests a minimum of at least ten million dollars (\$10,000,000.00) of capital in real and/or personal property; and
 - c. One hundred percent (100%) of new full-time Employees at the Project Site must be paid at least the Entry Wage of \$17.50 per hour ("Entry Wage") annually; and
 - d. At least ninety percent (90%) of new full-time employees at the Project Site must be paid at least \$20.54 per hour (80% of "Median Wage"); and
 - e. Offer worker's compensation coverage, as well as a Health Benefits Package to all full-time persons employed at the Project Site and their Eligible Dependents; and

- f. Must meet the respective Minimum Investment Levels and Minimum Job Creation Requirements to qualify for respective Tax Rebate Percentage as depicted in the following table:

Tier	Hourly Wage		Minimum Capital Investment		Minimum No. Of Jobs Created	Base Tax Rebate*
1	\$20.54	AND	\$10M	AND	50	20%
2	\$25.00	OR	\$25M	OR	200	30%
3	\$30.00	OR	\$50M	OR	400	40%
4	\$35.00	OR	\$100M	OR	600	50%
5	\$40.00	OR	\$150M	OR	800	60%
6	\$45.00	OR	\$250M	OR	1000	70%

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](#).

- 4.2 **Exceptional Enhancements:** Projects located in a regional center, are a targeted industry, and/or in a census tract with a 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.
- 4.3 **Catalytic Project Exception:** 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 obtain additional incentives for Project-related costs which may include 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.

5. USE OF EDIF FUNDS

- 5.1 The EDIF 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. The EDIF 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.

- 5.2 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.
- 5.3 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, such as the WDC, SAGE, and others;
 - 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.

6. 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; and
- f. Those projects statutorily prohibited under Chapter 380.

7. 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

8. 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.

9. AMOUNT OF EDIF INCENTIVE PER PROJECT OR PROGRAM

- 9.1 **Grant Funding.** The amount of incentive for a job creation and/or retention project will be based on 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 adopted in these Guidelines. 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/or based on entrepreneurial startup costs, and/or job creation milestones.
- 9.2 **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
- 9.3 **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 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. 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.

10. ANNUAL WRAP-AROUND SUPPORT REQUIREMENT

- 10.1 **Dedication.** Each calendar year or partial calendar year during the term of Agreement all 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.

10.1.1 The following items are considered eligible uses of dedicated funds:

A. 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:

- i. Ready to Work SA (Work-Based Learning)
- ii. Paid Internships or Apprenticeships
- iii. TXFAME/TX FAST
- iv. DOD SkillBridge Program
- v. Justice-Involved Employee Support
- vi. Internal, customized training resulting in industry-recognized credentials
- vii. Internet and IT equipment training
- viii. Career coaching for transitioning employees

B. 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:

- i. Providing onsite quality childcare
- ii. Providing childcare vouchers, subsidies, or reimbursements for Quality Childcare facilities (TRS or other nationally accredited center)
- iii. Purchasing slots at a quality childcare facility
- iv. Partnering with Workforce Solutions Alamo for expertise in childcare support mechanisms

C. 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:

- i. Provide or subsidize, VIA passes
- ii. Incentivize alternative modes of transportation (i.e., walking, bikes, scooters, carpools, vanpools)

11. INCENTIVE APPLICATION AND FEES

11.1 **Application.** If a given Project qualifies for assistance pursuant to the eligibility criteria detailed under these Guidelines, an Applicant must complete and submit a fully executed Joint Incentive Application (with required attachments) and the appropriate fee to the City's Economic Development Department (see Section 11.2 below). The Joint Incentive Application provides required project information and describes how the project meets the above criteria. 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 of application, the City may terminate a pending application at its sole discretion. Any submission of a subsequent application following such a termination will require another application fee for consideration of the application.

- 11.2 **Non-Refundable Application Fee.** A company seeking a EDIF assistance 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 made payable to the order of: 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.
- 11.3 **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".

12. ADDITIONAL TERMS AND CONDITIONS

- a. **Timing.** City Council will not consider any development projects in which any building permits (including any conditional permits) or when a Certificate of Occupancy for the facility for which taxes are to be rebated has been filed with the City's Development Services Department.
- b. **City Council Approval.** City Council retains sole authority to approve or deny any agreement and is under no obligation to approve any application or agreement. City Council approval is required for each Agreement.
- c. **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 considering a cost/benefit analysis, and additional incentives offered, such as cash grants, fee waivers, etc. EDD will negotiate all Agreement terms on a case-by-case basis.
- d. **Commitment for Utilization of Certified S/M/W/VBE Companies.** All projects receiving rebates 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.
- e. **Prevailing Wage.** Recipients of EDIF funds must provide salaries to all employees, including contract employees and employees hired by contractors for construction of Project facilities related to the EDIF Agreement for monitoring of general prevailing wage rate.
- f. **Good Standing.** Applicants shall not have an uncured breach or default of any prior incentive agreements with any entity.

13. COMPLIANCE

All recipients of City funds under Chapter 380 Agreements are subject to annual or semi-annual compliance assessments conducted by the Economic Development Department throughout the agreement term. Each year, the Department will review terms and conditions stated in the agreement to determine if the company has successfully met all obligations prior to receiving rebates, loans, grants, or any other benefit thereunder. Compliance will take place at the time specified under each agreement once the company is awarded an agreement and the agreement has been executed by all parties, however, the City reserves the right to perform additional evaluations for compliance, with reasonable notice to the company, if City deems necessary. Evidence of noncompliance may be grounds for termination in accordance with termination provisions under the agreement. At its discretion, the City may work with the recipient to develop a plan and timeline for becoming compliant.

14. RECAPTURE

Agreements will provide for the recapture of funds in the event that the company fails to meet any of the term and conditions of the Agreement. If the recipient of an incentive pursuant to these Guidelines fails to cure such deficiencies in accordance with the Agreement, the City has the right to amend, suspend, or terminate the incentive agreement, recapture any waived, rebated, or exempted taxes, and recapture any other amounts from loans and/or grants or other benefit awarded during the Incentive Term.

15. 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.

16. DEFINITIONS

- 16.1 **Chapter 380 Incentive Period** - The period of time specified in an Economic Development Program Agreement in which a party may receive annual 380 Grants.
- 16.2 **Chapter 380 Incentive Agreement** - A contractual agreement entered into between a company and the City for the purposes of providing assistance for economic development pursuant to Chapter 380 of the Texas Local Government Code that outlines parameters including, but not limited to, a job creation schedule, milestones, capital investment requirements, performance requirements, and/or any other public purpose the agreement may serve that must be demonstrated prior to and in continuation of the incentive.

- 16.3 **Agreement Term** – The full term of the Agreement, including the 380 Grant Term or the Rebate Term.
- 16.4 **Alamo Area Council of Governments** - Defined as a political subdivision of the State of Texas, the Alamo Area Council of Governments (AACOG) was established in 1967 under Chapter 391 of the Local Government Code as a voluntary association of local governments and organizations that serves its members through planning, information, and coordination activities. AACOG serves the Alamo Area/State Planning Region 18, which covers 13 counties and 12,582 square miles. Comprising the area planning region are Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, McMullen, and Wilson counties.
- 16.5 **Applicant** – A company, firm, entity, or organization that has submitted an executed Joint Incentive Application for consideration by the City's Economic Development Department.
- 16.6 **Base Year Value** – Assessed value of eligible property, as of January 1st preceding the execution of the Chapter 380 Agreement.
- 16.7 **Chapter 380** – Refers to Chapter 380 of the Texas Local Government Code that authorizes Texas municipalities to establish and provide assistance for economic development.
- 16.8 **City** – means the City of San Antonio, Texas.
- 16.9 **City's Annexation Program Policy** – Annexation is 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.

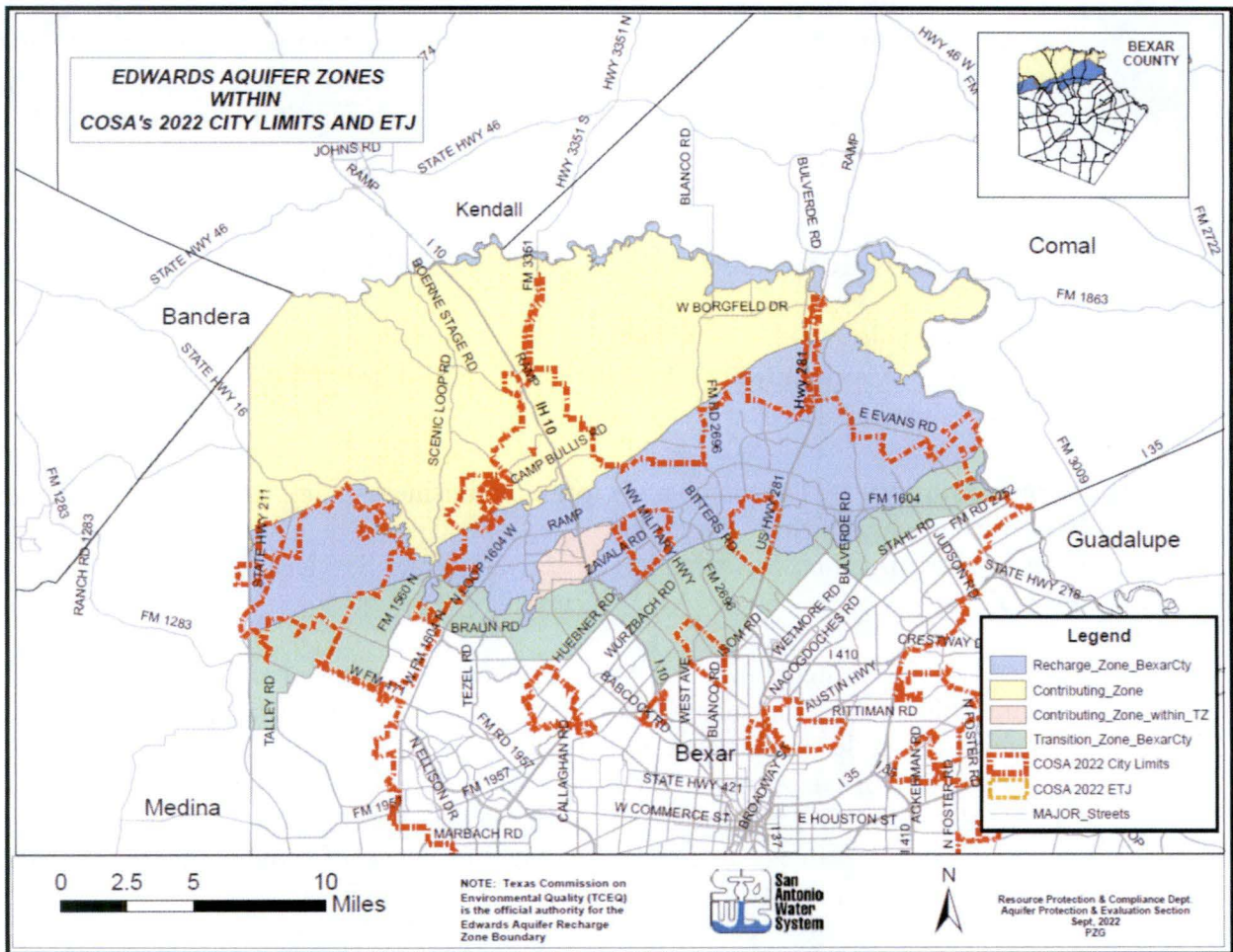
- 16.10 **Compliance Process** – Post-execution performance process by which terms and conditions are demonstrated by the company and verified by the Economic Development Department.
- 16.11 **CPS Energy** – CPS Energy is the nation's largest municipally owned energy utility providing both natural gas and electric service in and around San Antonio, the nation's seventh largest city.
- 16.12 **Department of Defense Joint Land Use Studies** – The AACOG 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.
- 16.13 **DOD SkillBridge Program** – The DOD SkillBridge program 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>
- 16.14 **EDD** – Refers to City of San Antonio Economic Development Department.
- 16.15 **EDIF** – Refers to City of San Antonio Economic Development Incentive Fund
- 16.16 **Edwards Recharge and Contributing Zones** – The Edwards Aquifer Recharge Zone is 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 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).
- 16.17 **Eligible Dependents** – Meet 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).
- 16.18 **Entry Wage** – The starting wage for all non-uniformed City employees as determined by the City's Annual Adopted Budget. As of Fiscal Year 2023, the current Entry Wage is \$17.50 per hour, exclusive of benefits, bonuses, overtime, commissions, shift differentials, and any other non- guaranteed wages.

- 16.19 **Equity Atlas** – 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 an equity score of 7 or higher.
- 16.20 **Full-Time Employee** – Employees associated with the Project Site on a permanent basis (approximately 2,080 hours per calendar year).
- 16.21 **Headquarters** – 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.
- 16.22 **Healthcare Benefits Package** – A Qualified Health Plan (otherwise known as minimum essential coverage) as defined in the Affordable Care Act.
- 16.23 **Median Wage** – San Antonio Median Household Income per 2016-2020 US Census Bureau Data. Hourly Median Wage is \$25.67 per hour.
- 16.24 **Minority-, Women-, or Veteran-Owned Business Enterprise** – A business certified by the South Central Texas Regional Certification Agency (SCTRCA).
- 16.25 **New Full-Time Employee** – A person who is hired by the company after execution of an Agreement in a “New Full-Time Job” associated with the Project Site. 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.
- 16.26 **New Full Time Job** – A position created after the execution of an Agreement 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.
- 16.27 **Project Site** – The geographic area as laid out in the metes and bounds of the property within any future incentive agreement and includes the proposed investment.
- 16.28 **Regional Centers** – Regional Centers are 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.
- 16.29 **Retained Jobs** – Full-time equivalent position in existence at the time a company enters into an agreement with the City.

- 16.30 **SA Tomorrow Comprehensive Plan** – Between 2010 and 2040, Bexar County’s population is expected to increase by approximately 1 million people. SA Tomorrow is an innovative, three-pronged planning effort to guide the city toward smart, sustainable growth. 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.
- 16.31 **Small Business** – must meet the regulations as defined by the SBA at Small Business Size Regulations are in Title 13 of the Code of Federal Regulations, part 121(13 CFR §121).
- 16.32 **S/M/W/VBE Companies** – Refers to Small/Minority/Women/Veteran-Owned Business Enterprises.
- 16.33 **Target Industry** – The company’s primary business is in one of the following industries, which the City has designated as a focus: Mobility, IT Security/Infrastructure, Sustainable Energy, Corporate Services, Bioscience Anchors & Catalysts.
- 16.34 **TXFAME** – Texas Federation for Advanced Manufacturing education (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/>
- 16.35 **VIA** - VIA Metropolitan Transit 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.
- 16.36 **Workers’ Compensation Coverage** - 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

