



City of San Antonio

Agenda Memorandum

File Number:

Agenda Item Number: 10

Agenda Date: February 2, 2023

In Control: City Council A Session

DEPARTMENT: Office of Military and Veterans Affairs

DEPARTMENT HEAD: Juan Ayala

COUNCIL DISTRICTS IMPACTED: Citywide

SUBJECT:

Military Spouse Fellowship Program Memorandum of Understanding

SUMMARY:

This ordinance approves a Memorandum of Understanding (MoU) to establish a formal agreement between the City of San Antonio (CoSA) and the United States Chamber of Commerce Foundation (USCCF). The MoU details the execution and oversight of \$150,000 in City Council approved funding to support the the USCCF's Hiring Our Heroes Military Spouse Fellowship Program. Funding is available in the FY 2023 General Fund Budget.

BACKGROUND INFORMATION:

National military spouse unemployment rates are estimated to range from 20-percent to 24-percent. The challenge associated with military spouse employment is nationally recognized as one of the top four reasons active duty personnel leave the service and pursue civilian careers. Therefore, military spouse employment has a direct result on unit readiness. This item continues City Council policy to support JBSA's military missions and provide tangible examples of the City supporting its military community - a scored category used by military service branches in making basing decisions. The MSFP not only serves as a positive impact for the Department of Defense basing decisions in and around the San Antonio area, but the program also helps grow

the San Antonio economy by connecting quality and trained employees to local businesses.

In 2019, City Council approved an MoU with the USCCF in the amount of \$150,000 to fund a pilot Military Spouse Fellowship Program (MSFP). A 2-year period-of-performance was established to assist in ensuring a successful pilot program. The pilot program realized a 92% hire rate and an average annual salary of \$61,000 (approximately \$15,000 above the average in Bexar County).

Following the success of the 2019 pilot program, the City Council approved \$150,000 of the FY 2023 General Fund Budget to continue support of the USCCF's Hiring Our Heroes Military Spouse Fellowship Program.

ISSUE:

A Memorandum of Understanding is required to detail the terms and conditions of an agreement between CoSA and the USCCF to use the City's contribution of \$150,000 to support the MSFP.

Approval of the new agreement will provide 30 military spouses the opportunity to complete a 6-week, paid fellowship with host companies across the greater San Antonio area. The program is fully operated by USCCF and includes a local program subject matter expert who manages spouse applications, matches applicant spouses with host companies, and performs continuous recruiting of host companies and program sponsors. The Military and Veteran Affairs Department is responsible for ensuring the completion of the MoU as well as monitoring program metrics.

ALTERNATIVES:

The City Council may choose not to support the MoU or provide direction to revise the terms and conditions outlined in the document. This action would delay military spouses from beginning their respective fellowships and re-entering the workforce.

FISCAL IMPACT:

This ordinance approves a Memorandum of Understanding (MoU) to establish a formal agreement between the City of San Antonio (CoSA) and the United States Chamber of Commerce Foundation (USCCF). The MoU details the execution and oversight of \$150,000 in City Council approved funding to support the USCCF's Hiring Our Heroes Military Spouse Fellowship Program. Funding is available in the FY 2023 General Fund Budget.

RECOMMENDATION:

Staff recommends approval of the MoU with the United States Chamber of Commerce Foundation for a Hiring Our Heroes Corporate Fellowship Program.

