

AGREEMENT TO USE FUNDS
of the City of San Antonio

THIS AGREEMENT is entered into by and between the City of San Antonio, a Texas Municipal Corporation (City) acting by and through its City Manager, pursuant to Ordinance No. 2014-09-18-0--- passed and approved on September 18, 2014, and SA2020 (hereinafter referred to as SA2020, or Recipient) by and through its President and Chief Executive Officer, **WITNESSETH:**

WHEREAS, the City wishes to provide support to SA2020 to meet and achieve identified goals and targets set out in the SA2020 Report; and

WHEREAS, the City will provide funding to SA2020 to provide the aforementioned services as part of the effort to meet and achieve identified goals and targets set out in the SA2020 Report; and

WHEREAS, the City Council for the City has determined and found that the goals and targets set out in the SA2020 Report serve a public purpose that include, the promotion of public health and welfare, and economic development; **NOW THEREFORE:**

For and in consideration of the following mutual promises and obligations, and for the benefit of the citizens of the City of San Antonio, the parties herein agree as follows:

1. This Agreement shall commence immediately upon execution and shall terminate on September 30, 2015.
2. In consideration of Recipient's performance, in a satisfactory and efficient manner as determined by City, of all services and activities set forth in this Agreement, City agrees to reimburse Recipient up to a total amount not to exceed \$154,000.00, for nonprofit capacity building, data analysis, and partner & technical support, as further set out in **Exhibit A**, attached hereto and incorporated herein for all purposes.
3. Recipient understands and agrees to abide by and adhere to all applicable federal, state and local, laws, rules and regulations in the use of the funds, including all bidding requirements that the City is required to perform pursuant to Chapter 252 of the Local Government Code, as applicable. Recipient agrees to provide City with invoices for the expenditures under this Agreement monthly from the date that Recipient makes such expenditures. All requests for reimbursement shall be submitted to the City at the address provided in Section 12. City shall reimburse Recipient on a monthly basis upon receipt of approved invoices from Recipient. The total of all reimbursement provided to Recipient shall not exceed the amount set forth above in Section 2.
4. Accounting records for all expenditures shall be maintained by Recipient in accordance with generally accepted accounting practices. All of the above-described records shall be subject to audit by the City or its contracted auditor.
5. This Agreement is not assignable and funds received as a result hereof shall only be used by the parties stated herein.

6. In the event that Recipient fails to meet any of its obligations under this Agreement, fails to use the funds for the purposes set out herein, Recipient shall refund to the City the total amount provided under this Agreement. Recipient shall pay City such funds no later than thirty (30) days from the date City requests such funds from Recipient.
7. None of the performance rendered hereunder shall involve, and no portion of the funds received hereunder shall be used, directly or indirectly, for the construction, operations, maintenance or administration of any sectarian or religious facility or activity, nor shall said performance rendered or funds received be utilized so as to benefit, directly or indirectly, any such sectarian or religious facility or activity.
8. **INSURANCE**
Recipient shall be responsible for insuring its employees and sub-recipients for Worker's Compensation or Alternative Plan. If a Worker's Compensation Policy is maintained, then for the duration of this Agreement, Recipient will attach a waiver of subrogation in favor of the City. Recipient shall be responsible for insuring its own Property, Equipment, Autos and Legal Liability. In no event will the City be required to maintain any insurance coverage for Recipient.
9. **INDEMNITY**
Any and all of the employees of Recipient, wherever located, while engaged in the performance of any work required by the City under this Agreement shall be considered employees of Recipient only, and not of the City, and any and all claims that may arise from the Workers' Compensation Act on behalf of said employees while so engaged shall be the sole obligation and responsibility of Recipient.

Recipient indemnifies, saves, and holds harmless the City against all claims, demands, actions or causes of action of whatsoever nature or character, as permitted by law, arising out of or by reason of the execution or performance of the work provided for herein and further agrees to defend, at its sole cost and expense, any action or proceeding commenced for the purpose of asserting any Workers' Compensation claim of whatsoever character arising herein.
10. Recipient understands and agrees to comply with the *Non-Discrimination Policy* of the City of San Antonio contained in Chapter 2, Article X of the City Code and further, shall not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status, age or disability, unless exempted by state or federal law, or as otherwise established herein.
11. For purposes of this Agreement, all official communications and notices between the parties shall be deemed sufficient if in writing and mailed, registered or certified mail, postage prepaid, to the addresses set forth below:

City: Edward Benavides
Chief of Staff, City Manager's Office
City of San Antonio
P.O. Box 839966
San Antonio, TX 78283-3966

Recipient: Darryl Byrd
President & CEO
SA2020
112 E. Pecan, Suite 1100
San Antonio, TX 78205

Notices of changes of address by either party must be made in writing delivered to the other party's last known address within five (5) business days of the change.

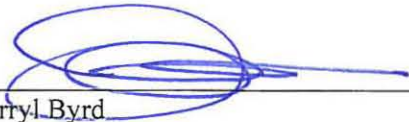
- 13. If any provision of this Agreement is for any reason held to be unconstitutional, void, or invalid, the remaining provisions or sections contained herein shall remain in effect and the section so held shall be reformed to reflect the intent of the parties.
- 14. The signer of this Agreement for Recipient represents, warrants, assures and guarantees he or she has full legal authority to execute this Agreement on behalf of Recipient and to bind Recipient to all of the terms, conditions, provisions and obligations herein contained.
- 15. This Agreement and its attachments, if any, constitute the entire and integrated Agreement between the parties hereto and contain all of the terms and conditions agreed upon, and supersede all prior negotiations, representations, or contracts, either oral or written.

IN WITNESS OF WHICH this Agreement has been executed on this ____ day of _____, 2014.

CITY OF SAN ANTONIO

SA2020

By: _____
Edward Benavides
Chief of Staff, Office of the City Manager

By: 
Darryl Byrd
President & CEO

APPROVED AS TO FORM:

City Attorney

Exhibit “A”

SA2020 Deliverables

1. *Nonprofit Capacity Building.* SA2020 will:
 - a. Provide workshops, forums, and technical assistance to Opportunity Partners and City of San Antonio delegate agencies – to include: direct outcomes evaluation, program design, and communications strategy and reporting;
 - b. Create and implement a Capacity Building Curriculum; and
 - c. Create and implement an Opportunity Partner Toolkit.

2. *Data Analysis.* SA2020 will:
 - a. Collect, analyze and communicate data across SA2020 indicators and additional sub-indicators;
 - b. Update and enhance current website; and
 - c. Provide a Citywide Progress Report on SA2020 Indicators.

3. *Partner & Technical Support.* SA2020 will:
 - a. Connect volunteers to agencies who provide outcomes for their programs that directly relate to SA2020 Indicators;
 - b. Update Opportunity Partner Process;
 - c. Create/Update online Outcomes Reporting form;
 - d. Provide individualized Partner Performance Report tied to SA2020 Indicators; and
 - e. Create/Update SA2020 Partner website functionality, to include:
 - Engagement and evaluation system for volunteers to provide real-time feedback on experiences with partners; and
 - Outputs on nonprofit partner alignment, results as it relates to SA2020 Indicators

AGREEMENT TO USE FUNDS

THIS AGREEMENT is entered into by and between the City of San Antonio, a Texas Municipal Corporation (City) acting by and through its Director of the Department of Human Services, pursuant to Ordinance No. 2014-09-18-_____, passed and approved on September 18, 2014, and the San Antonio Public Library Foundation (hereinafter referred to as Recipient) by and through its Executive Director, **WITNESSETH:**

WHEREAS, City of San Antonio has identified funds in the annual capital and operating budget for Fiscal Year 2014-2015 for support of the annual Book Festival event in San Antonio; and

WHEREAS, City Council hereby finds that such expenditure serves a municipal public purpose of promoting the welfare of the community by advancing literacy through access to literature and authors; **NOW THEREFORE:**

For and in consideration of the following mutual promises and obligations, and for the benefit of the citizens of the City of San Antonio, the parties herein agree as follows:

1. This Agreement shall commence immediately upon execution and shall terminate on April 30, 2015.
2. In consideration of Recipient's performance, in a satisfactory and efficient manner as determined by City, of all services and activities set forth in this Agreement, City agrees to reimburse Recipient in an amount not to exceed \$50,000.00, for all eligible expenses incurred in organizing the annual Book Festival in San Antonio.
3. Recipient understands and agrees to abide by and adhere to all applicable federal, state and local laws, rules and regulations in the use of the funds, including all bidding requirements that the City is required to perform pursuant to Chapter 252 of the Local Government Code, as applicable. Recipient agrees to provide City with invoices for the expenditures under this Agreement no later than thirty (30) days from the date that Recipient makes such expenditures. All requests for reimbursement shall be submitted to the Department of Human Services at the address provided in Section 12.
4. Accounting records for all expenditures shall be maintained by Recipient in accordance with generally accepted accounting practices. All of the above-described records shall be subject to audit by the City or its contracted auditor.
5. Any literature, signs, or print advertising of any type appearing on any medium which refers to, or which is paid for by funds received as a result of this Agreement shall contain the words, "Paid for by The City of San Antonio."
6. This Agreement is not assignable and funds received as a result hereof shall only be used by the parties stated herein.
7. In the event that Recipient fails to meet any of its obligations under this Agreement or fails to use the funds for the purposes set out herein, Recipient shall refund to the City the total amount provided under this Agreement. Recipient shall pay City such funds no later than thirty (30) days from the date City requests such funds from Recipient.

8. None of the performance rendered hereunder shall involve, and no portion of the funds received hereunder shall be used, directly or indirectly, for the construction, operations, maintenance or administration of any sectarian or religious facility or activity, nor shall said performance rendered or funds received be utilized so as to benefit, directly or indirectly, any such sectarian or religious facility or activity.
9. **INSURANCE:** Recipient shall be responsible for insuring its employees and sub-recipients for Worker's Compensation or Alternative Plan. If a Worker's Compensation Policy is maintained, then for the duration of this Agreement, Recipient will attach a waiver of subrogation in favor of the City. Recipient shall be responsible for insuring its own Property, Equipment, Autos and Legal Liability. In no event will the City be required to maintain any insurance coverage for Recipient.
10. **INDEMNITY:** RECIPIENT covenants and agrees to FULLY INDEMNIFY, DEFEND and HOLD HARMLESS, the CITY and the elected officials, employees, officers, directors, volunteers and representatives of the CITY, individually and collectively, from and against any and all costs, claims, liens, damages, losses, expenses, fees, fines, penalties, proceedings, actions, demands, causes of action, liability and suits of any kind and nature, including but not limited to, personal or bodily injury, death and property damage, made upon the CITY directly or indirectly arising out of, resulting from or related to RECIPIENT'S activities under this AGREEMENT, including any acts or omissions of RECIPIENT, any agent, officer, director, representative, employee, consultant or subcontractor of RECIPIENT, and their respective officers, agents employees, directors and representatives while in the exercise of the rights or performance of the duties under this AGREEMENT. The indemnity provided for in this paragraph shall not apply to any liability resulting from the negligence of CITY, its officers or employees, in instances where such negligence causes personal injury, death, or property damage. IN THE EVENT RECIPIENT AND CITY ARE FOUND JOINTLY LIABLE BY A COURT OF COMPETENT JURISDICTION, LIABILITY SHALL BE APPORTIONED COMPARATIVELY IN ACCORDANCE WITH THE LAWS OF THE STATE OF TEXAS, WITHOUT, HOWEVER, WAIVING ANY GOVERNMENTAL IMMUNITY AVAILABLE TO THE CITY UNDER TEXAS LAW AND WITHOUT WAIVING ANY DEFENSES OF THE PARTIES UNDER TEXAS LAW.

The provisions of this INDEMNIFICATION are solely for the benefit of the Parties hereto and not intended to create or grant any rights, contractual or otherwise, to any other person or entity.

RECIPIENT shall advise the CITY in writing within 24 hours of any claim or demand against the CITY or RECIPIENT known to RECIPIENT related to or arising out of RECIPIENT'S activities under this AGREEMENT.

11. As a party to this Agreement, Recipient understands and agrees to comply with the *Non-Discrimination Policy* of the City of San Antonio contained in Chapter 2, Article X of the City Code and further, shall not discriminate on the basis of race, color, religion, national

origin, sex, sexual orientation, gender identity, veteran status, age or disability, unless exempted by state or federal law, or as otherwise established herein.

- 12. For purposes of this Agreement, all official communications and notices between the parties shall be deemed sufficient if in writing and mailed, registered or certified mail, postage prepaid, to the addresses set forth below:

City: Director
Department of Human Services
106 S. St. Mary’s Street, 7th Floor
San Antonio, Texas 78205

Recipient: Executive Director
San Antonio Public Library Foundation
625 Shook Avenue
San Antonio, Texas 78212

Notices of changes of address by either party must be made in writing delivered to the other party’s last known address within five (5) business days of the change.

- 13. If any provision of this Agreement is for any reason held to be unconstitutional, void, or invalid, the remaining provisions or sections contained herein shall remain in effect and the section so held shall be reformed to reflect the intent of the parties.
- 14. The signer of this Agreement for Recipient represents, warrants, assures and guarantees he or she has full legal authority to execute this Agreement on behalf of Recipient and to bind Recipient to all of the terms, conditions, provisions and obligations herein contained.
- 15. This Agreement and its attachments, if any, constitute the entire and integrated Agreement between the parties hereto and contain all of the terms and conditions agreed upon, and supersede all prior negotiations, representations, or contracts, either oral or written.

IN WITNESS OF WHICH this Agreement has been executed on this ____ day of _____, 2014.

CITY OF SAN ANTONIO

SAN ANTONIO PUBLIC LIBRARY FOUNDATION

By: _____
Melody Woosley
Director

By: _____
Tracey Bennett
Executive Director

APPROVED AS TO FORM:

City Attorney

EVENT SUPPORT AGREEMENT

STATE OF TEXAS §
 §
COUNTY OF BEXAR §

This Agreement is entered into by and between the City of San Antonio, a Texas Municipal Corporation (“City”) acting by and through its City Manager, pursuant to Ordinance No. 2014-09-18-____, passed and approved on the 18th day of September, 2014 and Luminaria, by and through its Board President (“Contractor”), both of which may be referred to herein collectively as the “Parties”.

The Parties hereto severally and collectively agree, and by the execution hereof are bound, to the mutual obligations herein contained and to the performance and accomplishment of the tasks hereinafter described.

I. DEFINITIONS

As used in this Agreement, the following terms shall have meanings as set out below:

“City” is defined in the preamble of this Agreement and includes its successors and assigns.

“Contractor” is defined in the preamble of this Agreement and includes its successors.

“Director” shall mean the director of City’s Department for Culture and Creative Development.

II. TERM

2.1 Unless sooner terminated in accordance with the provisions of this Agreement, the term of this Agreement shall commence on October 1, 2014 and terminate on September 30, 2015.

2.2 If funding for the entire Agreement is not appropriated at the time this Agreement is entered into, City retains the right to terminate this Agreement at the expiration of each of City’s budget periods, and any subsequent contract period is subject to and contingent upon such appropriation.

III. SCOPE OF SERVICES

3.1 Contractor shall be responsible for the production, operation and management of the Luminaria events in fiscal years 2015 and preparation for 2016 (“Events”). Specifically, Contractor shall provide the following services for the Events:

- 3.1.1 Contracts with performers/artists;
- 3.1.2 Marketing;
- 3.1.3 Production of event and equipment rental;
- 3.1.4 Security;
- 3.1.5 Operational and Administrative costs related to production of Events.
- 3.1.6 Planning for 2016 Event

3.2 All work performed by Contractor hereunder shall be performed to the satisfaction of Director. The determination made by Director shall be final, binding and conclusive on all Parties. City shall be under no obligation to pay for any work performed by Contractor, which is not satisfactory to Director. City shall have the right to terminate this Agreement, in accordance with Article VII. Termination, in whole or in part, should Contractor’s work not be satisfactory to Director; however, City shall have no obligation to terminate and may withhold payment for any unsatisfactory work, as stated herein, even should City elect not to terminate.

IV. COMPENSATION TO CONTRACTOR

4.1 In consideration of Contractor’s performance in a satisfactory and efficient manner, as determined solely by Director, of all services and activities set forth in this Agreement, City agrees to pay Contractor an amount not to exceed **\$605,245.00** as total compensation, to support the Events. Contractor shall be paid as follows:

- 4.1.1 City shall pay Contractor \$ **200,000** upon final execution of the Agreement. Contractor shall invoice City for such payment.
- 4.1.2 City shall pay the remaining compensation due under this Agreement on a reimbursement basis. After Contractor presents receipts equal to the payment made under Subsection 4.1.1, Contractor may begin invoicing City on a monthly basis for the remainder of the funds due.
- 4.1.3 City shall pay all valid and approved invoices within 30 days of receipt, subject to the provisions of Sections 3.2 and 4.3.
- 4.1.4 In the event this Agreement is terminated early or if services do not satisfy the requirements of Sections 3.2, Contractor shall return any unearned funds received under Subsection 4.1.1.

4.2 No additional fees or expenses of Contractor shall be charged by Contractor nor be payable by City. The parties hereby agree that all compensable expenses of Contractor have been provided for in the total payment to Contractor as specified in Section 4.1 above. Total payments to Contractor cannot exceed that amount set forth in Section 4.1 above, without prior approval and agreement of all parties, evidenced in writing and approved by the San Antonio City Council by passage of an ordinance therefore.

4.3 Final acceptance of work products and services require written approval by City. The approval official shall be Director. Final payment will be made to Contractor following written approval of the final work products and services by Director. City shall not be obligated or liable under this Agreement to any party, other than Contractor, for the payment of any monies or the provision of any goods or services.

V. OWNERSHIP OF DOCUMENTS

5.1 Any and all writings, documents or information in whatsoever form and character produced by Contractor pursuant to the provisions of this Agreement is the exclusive property of City; and no such writing, document or information shall be the subject of any copyright or proprietary claim by Contractor.

5.2 Contractor understands and acknowledges that as the exclusive owner of any and all such writings, documents and information, City has the right to use all such writings, documents and information as City desires, without restriction.

VI. RECORDS RETENTION

6.1 Contractor and its subcontractors, if any, shall properly, accurately and completely maintain all documents, papers, and records, and other evidence pertaining to the services rendered hereunder (hereafter referred to as "documents"), and shall make such materials available to the City at their respective offices, at all reasonable times and as often as City may deem necessary during the Agreement period, including any extension or renewal hereof, and the record retention period established herein, for purposes of audit, inspection, examination, and making excerpts or copies of same by City and any of its authorized representatives.

6.2 Contractor shall retain any and all documents produced as a result of services provided hereunder for a period of four (4) years (hereafter referred to as "retention period") from the date of termination of the Agreement. If, at the end of the retention period, there is litigation or other questions arising from, involving or concerning this documentation or the services provided hereunder, Contractor shall retain the records until the resolution of such litigation or other such questions. Contractor acknowledges and agrees that City shall have access to any and all such documents at any and all times, as deemed necessary by City, during said retention period. City may, at its election, require Contractor to return said documents to City prior to or at the conclusion of said retention.

6.3 Contractor shall notify City, immediately, in the event Contractor receives any requests for information from a third party, which pertain to the documentation and records referenced herein. Contractor understands and agrees that City will process and handle all such requests.

VII. TERMINATION

7.1 For purposes of this Agreement, "termination" of this Agreement shall mean termination by expiration of the Agreement term as stated in Article II. Term, or earlier termination pursuant to any of the provisions hereof.

7.2 Termination Without Cause. This Agreement may be terminated by the City upon 30 calendar days written notice, which notice shall be provided in accordance with Article VIII. Notice.

7.3 Termination For Cause. Upon written notice, which notice shall be provided in accordance with Article VIII. Notice, City may terminate this Agreement as of the date provided in the notice, in whole or in part, upon the occurrence of one (1) or more of the following events, each of which shall constitute an Event for Cause under this Agreement:

7.3.1 The sale, transfer, pledge, conveyance or assignment of this Agreement without prior approval, as provided in Article XI. Assignment and Subcontracting.

7.4 Defaults With Opportunity for Cure. Should Contractor default in the performance of this Agreement in a manner stated in this Section 7.4 below, same shall be considered an event of default. City shall deliver written notice of said default specifying such matter(s) in default. Contractor shall have 15 calendar days after receipt of the written notice, in accordance with Article VIII. Notice, to cure such default. If Contractor fails to cure the default within such 15-day cure period, City shall have the right, without further notice, to terminate this Agreement in whole or in part as City deems appropriate, and to contract with another contractor to complete the work required in this Agreement. City shall also have the right to offset the cost of said new Agreement with a new contractor against Contractor's future or unpaid invoice(s), subject to the duty on the part of City to mitigate its losses to the extent required by law.

7.4.1 Bankruptcy or selling substantially all of company's assets

7.4.2 Failing to perform or failing to comply with any covenant herein required

7.4.3 Performing unsatisfactorily

7.5 Termination By Law. If any state or federal law or regulation is enacted or promulgated which prohibits the performance of any of the duties herein, or, if any law

is interpreted to prohibit such performance, this Agreement shall automatically terminate as of the effective date of such prohibition.

7.6 Regardless of how this Agreement is terminated, Contractor shall affect an orderly transfer to City or to such person(s) or firm(s) as the City may designate, at no additional cost to City, all completed or partially completed documents, papers, records, charts, reports, and any other materials or information produced as a result of or pertaining to the services rendered by Contractor, or provided to Contractor, hereunder, regardless of storage medium, if so requested by City, or shall otherwise be retained by Contractor in accordance with Article VI. Records Retention. Any record transfer shall be completed within 30 calendar days of a written request by City and shall be completed at Contractor's sole cost and expense. Payment of compensation due or to become due to Contractor is conditioned upon delivery of all such documents, if requested.

7.7 Within 45 calendar days of the effective date of completion, or termination or expiration of this Agreement, Contractor shall submit to City its claims, in detail, for the monies owed by City for services performed under this Agreement through the effective date of termination. Failure by Contractor to submit its claims within said 45 calendar days shall negate any liability on the part of City and constitute a **Waiver** by Contractor of any and all right or claims to collect moneys that Contractor may rightfully be otherwise entitled to for services performed pursuant to this Agreement.

7.8 Upon the effective date of expiration or termination of this Agreement, Contractor shall cease all operations of work being performed by Contractor or any of its subcontractors pursuant to this Agreement.

7.9 Termination not sole remedy. In no event shall City's action of terminating this Agreement, whether for cause or otherwise, be deemed an election of City's remedies, nor shall such termination limit, in any way, at law or at equity, City's right to seek damages from or otherwise pursue Contractor for any default hereunder or other action.

VIII. NOTICE

Except where the terms of this Agreement expressly provide otherwise, any election, notice or communication required or permitted to be given under this Agreement shall be in writing and deemed to have been duly given if and when delivered personally (with receipt acknowledged), or three (3) days after depositing same in the U.S. mail, first class, with proper postage prepaid, or upon receipt if sending the same by certified mail, return receipt requested, or upon receipt when sent by a commercial courier service (such as Federal Express or DHL Worldwide Express) for expedited delivery to be confirmed in writing by such courier, at the addresses set forth below or to such other address as either party may from time to time designate in writing.

If intended for City, to:

City of San Antonio
Felix Padron, Director

Department for Culture and Creative Development
 203 S St Mary's, Suite 360
 San Antonio, TX 78205

If intended for Contractor, to:

Luminaria
 Attn: Liz Tullis
 7731 Broadway
 C-214
 San Antonio, Texas 78209

IX. INSURANCE

9.1 Prior to the commencement of any work under this Agreement, Contractor shall furnish copies of all required endorsements and an original completed Certificate(s) of Insurance to the City's Department for Culture and Creative Development Department, which shall be clearly labeled "Luminaria" in the Description of Operations block of the Certificate. The original Certificate(s) shall be completed by an agent and signed by a person authorized by that insurer to bind coverage on its behalf. The City will not accept Memorandum of Insurance or Binders as proof of insurance. The original certificate(s) or form must have the agent's original signature, including the signer's company affiliation, title and phone number, and be mailed, with copies of all applicable endorsements, directly from the insurer's authorized representative to the City. The City shall have no duty to pay or perform under this Agreement until such certificate and endorsements have been received and approved by the City's Department for Culture and Creative Development. No officer or employee, other than the City's Risk Manager, shall have authority to waive this requirement.

9.2 City reserves the right to review the insurance requirements of this Article during the effective period of this Agreement and any extension or renewal hereof and to modify insurance coverages and their limits when deemed necessary and prudent by City's Risk Manager based upon changes in statutory law, court decisions, or circumstances surrounding this Agreement. In no instance will City allow modification whereupon City may incur increased risk.

9.3 A contractor's financial integrity is of interest to the City; therefore, subject to Contractor's right to maintain reasonable deductibles in such amounts as are approved by the City, Contractor shall obtain and maintain in full force and effect for the duration of this Agreement, and any extension hereof, at Contractor's sole expense, insurance coverage written on an occurrence basis, by companies authorized and admitted to do business in the State of Texas and with an A.M Best's rating of no less than A- (VII), in the following types and for an amount not less than the amount listed below:

<u>TYPE</u>	<u>AMOUNTS</u>
Broad Form Commercial General Liability Insurance to include coverage for the following:	For Bodily Injury and Property Damage of \$1,000,000 per occurrence;

a. Premises operations b. Independent Contractors c. Products/completed operations d. Personal Injury e. Contractual Liability	\$2,000,000 General Aggregate, or its equivalent in Umbrella or Excess Liability Coverage
Business Automobile Liability a. Owned/leased vehicles b. Non-owned vehicles c. Hired Vehicles ** if transportation of participants is conducted	<u>C</u> ombined <u>S</u> ingle <u>L</u> imit for <u>B</u> odily <u>I</u> njury and <u>P</u> roperty <u>D</u> amage of \$1,000,000 per occurrence

9.4 City shall be entitled, upon request and without expense, to receive copies of the policies, declaration page and all endorsements thereto as they apply to the limits required by City, and may require the deletion, revision, or modification of particular policy terms, conditions, limitations or exclusions (except where policy provisions are established by law or regulation binding upon either of the parties hereto or the underwriter of any such policies). Contractor shall be required to comply with any such requests and shall submit a copy of the replacement certificate of insurance to City at the address provided below within 10 days of the requested change. Contractor shall pay any costs incurred resulting from said changes.

City of San Antonio
Attn: Department for Culture and Creative Development
P.O. Box 839966
San Antonio, Texas 78283-3966

9.5 Contractor agrees that with respect to the above required insurance, all insurance policies are to contain or be endorsed to contain the following provisions:

- Name the City, its officers, officials, employees, volunteers, and elected representatives as additional insured by endorsement, as respects operations and activities of, or on behalf of, the named insured performed under contract with the City, with the exception of the workers' compensation and professional liability policies;
- Provide for an endorsement that the "other insurance" clause shall not apply to the City of San Antonio where the City is an additional insured shown on the policy;
- Workers' compensation and employers' liability policies will provide a waiver of subrogation in favor of the City.

- Provide thirty (30) calendar days advance written notice directly to City of any suspension, cancellation, non-renewal or material change in coverage, and not less than ten (10) calendar days advance notice for nonpayment of premium.

9.6 Within five (5) calendar days of a suspension, cancellation or non-renewal of coverage, Contractor shall provide a replacement Certificate of Insurance and applicable endorsements to City. City shall have the option to suspend Contractor's performance should there be a lapse in coverage at any time during this Agreement. Failure to provide and to maintain the required insurance shall constitute a material breach of this Agreement.

9.7 In addition to any other remedies the City may have upon Contractor's failure to provide and maintain any insurance or policy endorsements to the extent and within the time herein required, the City shall have the right to order Contractor to stop work hereunder, and/or withhold any payment(s) which become due to Contractor hereunder until Contractor demonstrates compliance with the requirements hereof.

9.8 Nothing herein contained shall be construed as limiting in any way the extent to which Contractor may be held responsible for payments of damages to persons or property resulting from Contractor's or its subcontractors' performance of the work covered under this Agreement.

9.9 It is agreed that Contractor's insurance shall be deemed primary and non-contributory with respect to any insurance or self insurance carried by the City of San Antonio for liability arising out of operations under this Agreement.

9.10 It is understood and agreed that the insurance required is in addition to and separate from any other obligation contained in this Agreement.

9.11 Contractor and any subcontractors are responsible for all damage to their own equipment and/or property.

X. INDEMNIFICATION

10.1 CONTRACTOR covenants and agrees to FULLY INDEMNIFY, DEFEND and HOLD HARMLESS, the CITY and the elected officials, employees, officers, directors, volunteers and representatives of the CITY, individually and collectively, from and against any and all costs, claims, liens, damages, losses, expenses, fees, fines, penalties, proceedings, actions, demands, causes of action, liability and suits of any kind and nature, including but not limited to, personal or bodily injury, death and property damage, made upon the CITY directly or indirectly arising out of, resulting from or related to CONTRACTOR'S activities under this Agreement, including any acts or omissions of CONTRACTOR, any agent, officer, director, representative, employee, contractor or subcontractor of CONTRACTOR, and their respective officers, agents employees, directors and

representatives while in the exercise of the rights or performance of the duties under this Agreement. The indemnity provided for in this paragraph shall not apply to any liability resulting from the negligence of CITY, its officers or employees, in instances where such negligence causes personal injury, death, or property damage. IN THE EVENT CONTRACTOR AND CITY ARE FOUND JOINTLY LIABLE BY A COURT OF COMPETENT JURISDICTION, LIABILITY SHALL BE APPORTIONED COMPARATIVELY IN ACCORDANCE WITH THE LAWS FOR THE STATE OF TEXAS, WITHOUT, HOWEVER, WAIVING ANY GOVERNMENTAL IMMUNITY AVAILABLE TO THE CITY UNDER TEXAS LAW AND WITHOUT WAIVING ANY DEFENSES OF THE PARTIES UNDER TEXAS LAW.

10.2 The provisions of this indemnity are solely for the benefit of the parties hereto and not intended to create or grant any rights, contractual or otherwise, to any other person or entity. Contractor shall advise City in writing within 24 hours of any claim or demand against City or Contractor known to Contractor related to or arising out of Contractor's activities under this Agreement and shall see to the investigation and defense of such claim or demand at Contractor's cost. City shall have the right, at its option and at its own expense, to participate in such defense without relieving Contractor of any of its obligations under this paragraph.

10.3 Contractor shall advise City in writing within 24 hours of any claim or demand against City or Contractor known to Contractor related to or arising out of Contractor's activities under this Agreement.

10.3 Defense Counsel - City shall have the right to select or to approve defense counsel to be retained by Contractor in fulfilling its obligation hereunder to defend and indemnify City, unless such right is expressly waived by City in writing. Contractor shall retain City approved defense counsel within seven (7) business days of City's written notice that City is invoking its right to indemnification under this Agreement. If Contractor fails to retain counsel within such time period, City shall have the right to retain defense counsel on its own behalf, and Contractor shall be liable for all costs incurred by City. City shall also have the right, at its option, to be represented by advisory counsel of its own selection and at its own expense, without waiving the foregoing.

10.4 Employee Litigation – In any and all claims against any party indemnified hereunder by any employee of Contractor, any subcontractor, anyone directly or indirectly employed by any of them or anyone for whose acts any of them may be liable, the indemnification obligation herein provided shall not be limited in any way by any limitation on the amount or type of damages, compensation or benefits payable by or for Contractor or any subcontractor under worker's compensation or other employee benefit acts.

XII. ASSIGNMENT AND SUBCONTRACTING

11.1 Contractor shall supply qualified personnel as may be necessary to complete the work to be performed under this Agreement. Persons retained to perform work pursuant to this Agreement shall be the employees or subcontractors of Contractor. Contractor, its employees or its subcontractors shall perform all necessary work. All subcontractors require the prior written approval of City.

11.3 Any work or services approved for subcontracting hereunder shall be subcontracted only by written contract and, unless specific waiver is granted in writing by the City, shall be subject by its terms to each and every provision of this Agreement. Compliance by subcontractors with this Agreement shall be the responsibility of Contractor. City shall in no event be obligated to any third party, including any subcontractor of Contractor, for performance of services or payment of fees. Any references in this Agreement to an assignee, transferee, or subcontractor, indicate only such an entity as has been approved by the City Council.

11.4 Except as otherwise stated herein, Contractor may not sell, assign, pledge, transfer or convey any interest in this Agreement, nor delegate the performance of any duties hereunder, by transfer, by subcontracting or any other means, without the consent of the City Council, as evidenced by passage of an ordinance. As a condition of such consent, if such consent is granted, Contractor shall remain liable for completion of the services outlined in this Agreement in the event of default by the successor Contractor, assignee, transferee or subcontractor.

11.5 Any attempt to transfer, pledge or otherwise assign this Agreement without said written approval, shall be void ab initio and shall confer no rights upon any third person. Should Contractor assign, transfer, convey, delegate, or otherwise dispose of any part of all or any part of its right, title or interest in this Agreement, City may, at its option, cancel this Agreement and all rights, titles and interest of Contractor shall thereupon cease and terminate, in accordance with Article VII. Termination, notwithstanding any other remedy available to City under this Agreement. The violation of this provision by Contractor shall in no event release Contractor from any obligation under the terms of this Agreement, nor shall it relieve or release Contractor from the payment of any damages to City, which City sustains as a result of such violation.

XII. INDEPENDENT CONTRACTOR

12.1 Contractor covenants and agrees that he or she is an independent contractor and not an officer, agent, servant or employee of City; that Contractor shall have exclusive control of and exclusive right to control the details of the work performed hereunder and all persons performing same, and shall be responsible for the acts and omissions of its officers, agents, employees, contractors, subcontractors and consultants; that the doctrine of respondent superior shall not apply as between City and Contractor, its officers, agents, employees, contractors, subcontractors and consultants, and nothing herein shall be construed as creating the relationship of employer-employee, principal-agent, partners or joint venturers between City and Contractor. The parties hereto understand and agree that the City shall not be liable for any claims which may be

asserted by any third party occurring in connection with the services to be performed by the Contractor under this Agreement and that the Contractor has no authority to bind the City.

XIII. CONFLICT OF INTEREST

13.1 Contractor acknowledges that it is informed that the Charter of the City of San Antonio and its Ethics Code prohibit a City officer or employee, as those terms are defined in Part B, Section 10 of the Ethics Code, from having a financial interest in any contract with the City or any City agency such as city owned utilities. An officer or employee has a “prohibited financial interest” in a contract with the City or in the sale to the City of land, materials, supplies or service, if any of the following individual(s) or entities is a party to the contract or sale: a City officer or employee; his parent, child or spouse; a business entity in which the officer or employee, or his parent, child or spouse owns ten (10) percent or more of the voting stock or shares of the business entity, or ten (10) percent or more of the fair market value of the business entity; a business entity in which any individual or entity above listed is a subcontractor on a City contract, a partner or a parent or subsidiary business entity.

13.2 Pursuant to the subsection above, Contractor warrants and certifies, and this Agreement is made in reliance thereon, that it, its officers, employees and agents are neither officers nor employees of the City. Contractor further warrants and certifies that it has tendered to the City a Discretionary Contracts Disclosure Statement in compliance with the City’s Ethics Code.

XIV. AMENDMENTS

14.1 Except where the terms of this Agreement expressly provide otherwise, any alterations, additions, or deletions to the terms hereof, shall be effected by amendment, in writing, executed by both City and Contractor, and subject to approval by the City Council, as evidenced by passage of an ordinance.

XV. SPECIAL PROVISIONS

15.1 Indecency. The following is City’s policy statement regarding material and/or performances funded under this Agreement:

15.1.1 Contractor is instructed to make the public aware that sensitive subject matter of graphically violent and/or sexually explicit nature may be performed, sponsored or exhibited by displaying at all times during the term of this Contract an English/Spanish bilingual notice that viewer and/or parental discretion should be exercised. Contractor shall forward to the City a copy of the

content of the notice to be displayed along with the notification required by Subsection 15.1.1.

15.1.2 Contractor must make DCCD aware in writing of the intent to perform, sponsor or exhibit the proposed event no less than thirty (30) days prior to the actual activity.

15.1.3 Contractor shall not knowingly encourage, foster, promote or fund any project, production, workshop or program that includes obscene material as defined by Section 43.21 of the Texas Penal Code.

15.1.4 City shall have the right to terminate this Agreement upon finding that Contractor's activities are not in compliance with the above provisions.

15.2 Tourism Impact. Contractor shall provide to City, prior to or at the time this Contract is executed, a list of each scheduled activity, program or event that could enhance and/or promote the visitor/tourism industry. Contractor shall update said list or calendar in the event of any modifications or additions.

15.3 Contractor agrees that none of the performance rendered hereunder shall involve, and no portion of the funds received hereunder shall be used, directly or indirectly, for the construction, operations, maintenance or administration of any sectarian or religious facility or activity, nor shall said performance rendered or funds received be utilized so as to benefit, directly or indirectly, any such sectarian or religious facility or activity.

XVI. SEVERABILITY

16.1 If any clause or provision of this Agreement is held invalid, illegal or unenforceable under present or future federal, state or local laws, including but not limited to the City Charter, City Code, or ordinances of the City of San Antonio, Texas, then and in that event it is the intention of the parties hereto that such invalidity, illegality or unenforceability shall not affect any other clause or provision hereof and that the remainder of this Agreement shall be construed as if such invalid, illegal or unenforceable clause or provision was never contained herein; it is also the intention of the parties hereto that in lieu of each clause or provision of this Agreement that is invalid, illegal, or unenforceable, there be added as a part of the Agreement a clause or provision as similar in terms to such invalid, illegal or unenforceable clause or provision as may be possible, legal, valid and enforceable.

XVI. LICENSES/CERTIFICATIONS

16.1 Contractor warrants and certifies that Contractor and any other person designated to provide services hereunder has the requisite training, license and/or certification to provide said services, and meets all competence standards promulgated by all other authoritative bodies, as applicable to the services provided herein.

XVII. COMPLIANCE

17.1 Contractor shall provide and perform all services required under this Agreement in compliance with all applicable federal, state and local laws, rules and regulations.

17.2 Non-Discrimination. As a party to this contract, Contractor understands and agrees to comply with the *Non-Discrimination Policy* of the City of San Antonio contained in Chapter 2, Article X of the City Code and further, shall not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, veteran status, age or disability, unless exempted by state or federal law, or as otherwise established herein.

XVIII. NONWAIVER OF PERFORMANCE

18.1 Unless otherwise specifically provided for in this Agreement, a waiver by either Party of a breach of any of the terms, conditions, covenants or guarantees of this Agreement shall not be construed or held to be a waiver of any succeeding or preceding breach of the same or any other term, condition, covenant or guarantee herein contained. Further, any failure of either Party to insist in any one or more cases upon the strict performance of any of the covenants of this Agreement, or to exercise any option herein contained, shall in no event be construed as a waiver or relinquishment for the future of such covenant or option. In fact, no waiver, change, modification or discharge by either party hereto of any provision of this Agreement shall be deemed to have been made or shall be effective unless expressed in writing and signed by the party to be charged. In case of City, such changes must be approved by the City Council, as described in Article XIV. Amendments. No act or omission by a Party shall in any manner impair or prejudice any right, power, privilege, or remedy available to that Party hereunder or by law or in equity, such rights, powers, privileges, or remedies to be always specifically preserved hereby.

XIX. LAW APPLICABLE

19.1 THIS AGREEMENT SHALL BE CONSTRUED UNDER AND IN ACCORDANCE WITH THE LAWS OF THE STATE OF TEXAS AND ALL OBLIGATIONS OF THE PARTIES CREATED HEREUNDER ARE PERFORMABLE IN BEXAR COUNTY, TEXAS.

19.2 Any legal action or proceeding brought or maintained, directly or indirectly, as a result of this Agreement shall be heard and determined in the City of San Antonio, Bexar County, Texas.

XX. LEGAL AUTHORITY

20.1 The signer of this Agreement for Contractor represents, warrants, assures and guarantees that he has full legal authority to execute this Agreement on behalf of Contractor and to bind Contractor to all of the terms, conditions, provisions and obligations herein contained.

XXI. PARTIES BOUND

21.1 This Agreement shall be binding on and inure to the benefit of the parties hereto and their respective heirs, executors, administrators, legal representatives, and successors and assigns, except as otherwise expressly provided for herein.

XXII. CAPTIONS

22.1 The captions contained in this Agreement are for convenience of reference only, and in no way limit or enlarge the terms and/or conditions of this Agreement.

XXIII. ENTIRE AGREEMENT

23.1 This Agreement, together with its authorizing ordinance and its exhibits, if any, constitute the final and entire agreement between the parties hereto and contain all of the terms and conditions agreed upon. No other agreements, oral or otherwise, regarding the subject matter of this Agreement shall be deemed to exist or to bind the parties hereto, unless same be in writing, dated subsequent to the date hereto, and duly executed by the parties, in accordance with Article XIV. Amendments.

EXECUTED and AGREED to be effective October 1, 2014.

CITY OF SAN ANTONIO

LUMINARIA

Sheryl Sculley
City Manager

Liz Tullis
Board President

Approved as to Form:

City Attorney

AMENDMENT NO. 1
TO
A FUNDING AGREEMENT BETWEEN
THE CITY OF SAN ANTONIO AND THE WITTE MUSEUM

This Amendment (hereafter referred to as “the Amendment”) to a Funding Agreement (hereafter referred to as “the Funding Agreement”) between the City of San Antonio, a Texas municipal corporation (hereafter referred to as “City”), acting by and through its Director of the Transportation & Capital Improvements Department (hereafter referred to as “TCI”) and the City-owned Witte Museum, located at 3801 Broadway, San Antonio, Texas (hereafter referred to as “Grantee”), is entered into between City and the Witte, as set out below.

WITNESSETH:

WHEREAS, on September 19, 2013, the San Antonio City Council, via ordinance # 2013-09-19-0642, authorized execution of a Funding Agreement totaling \$8,000,000.00 to Grantee, said \$8,000,000.00 funding comprised of \$4,000,000.00 in Library, Museum and Cultural Arts Improvements General Obligation Bond funds, along with an additional \$4,000,000.00 in Hotel Occupancy Tax (hereafter referred to as “HOT”) funds from sources other than HOT collections; and

WHEREAS, Grantee, in its 87th year of operation, is undergoing an expansion, with said expansion being conducted in three phases: Phase I completed and opened to the public in the Spring of 2012; the construction of Phase II scheduled to begin in late 2014; and the construction of Phase III to begin shortly thereafter; and

WHEREAS, City now desires to increase its funding to Grantee, as authorized by the San Antonio City Council on September 18, 2013 through its Fiscal Year 2015 Adopted Budget, by an additional \$8,000,000.00, bringing City’s funding commitment, through said Funding Agreement, to \$16,000,000.00.

WHEREAS, the additional \$8,000,000.00 of funding from City shall come from the State Event Trust Fund (\$4,000,000.00) and Certificates of Obligation (\$4,000,000.00). Of this amount \$6,000,000.00 is available in FY 2015 and \$2,000,000.00 is available in FY 2016

NOW THEREFORE, in consideration of the terms, covenants, agreements and demises herein contained and in consideration of other goods and valuable consideration, each to the other given, the sufficiency and receipt of which hereby are acknowledged, the Funding Agreement is amended as follows:

1. Since the execution of the Funding Agreement in October of 2013, City’s Capital Improvements Management Services Department (referred to as “CIMS”) has merged with City’s Public Works Department and the combined entity now is known as City’s TCI Department. As such, all references of CIMS in the Funding Agreement shall be changed to TCI to reflect this consolidation of City departments.
2. Paragraphs 5.01 – 5.04 of Article V. FUNDING AND ASSISTANCE BY CITY are deleted in their entirety and replaced by the following:

5.01 City shall reimburse Grantee for all eligible expenses incurred hereunder. Notwithstanding any other provisions of this Agreement, the total of all payments and other obligations made or incurred by City hereunder shall not exceed the sum or \$15,880,000.00, plus the sum of \$120,000.00 that City shall retain for fiscal and Project oversight, for a total funding by City of \$16,000,000.00.

5.02 City shall not be obligated nor liable under his Agreement to any party, other than Grantee and TCI, for payment of any monies or provision of any goods or services.

5.03 Funding shall consist of reimbursements paid to Grantee for costs of construction of the Project, not to exceed \$15,880,000.00, and \$140,000.00 to be retained by City.

5.04 It further is expressly understood and agreed by City and Grantee this Agreement in no way obligates City’s General Fund monies or any other monies or credits of City.

Except as amended hereby, all other provisions of the Funding Agreement hereby are retained in their entirety and remain unchanged.

EXECUTED AND AGREED TO this _____ day of _____, 20_____.

CITY OF SAN ANTONIO, TEXAS

THE WITTE MUSEUM

By: _____
 Mike Frisbie, P.E.
 Director
 Transportation & Capital Improvements

By: _____
 Marise McDermott
 President & CEO

APPROVED AS TO FORM:

 San Antonio City Attorney

PROFESSIONAL SERVICES CONTRACT

PROJECT: SAN ANTONIO HOUSING TRUST
ADMINISTRATION AND STAFFING

This CONTRACT is made and entered into by and between the City of San Antonio (hereinafter referred to as "CITY"), a Texas municipal corporation, acting by and through its City Manager, or Assistant City Manager, pursuant to Ordinance No. _____, dated _____, 2014, and the San Antonio Housing Trust Foundation, Inc., (hereinafter referred to as "CONTRACTOR"), a Texas non-profit corporation, acting by and through its Executive Director hereto duly authorized.

WHEREAS, CITY has dedicated certain funds to the City of San Antonio Housing Trust for the promotion of affordable housing projects and programs; and

WHEREAS, the City Council and the San Antonio Housing Trust Board of Trustees have approved the disbursement of such funds for specific affordable housing projects or program sponsors; and

WHEREAS, the City Manager, or her designated representative, will be responsible for the fiscal and program monitoring and evaluation of the program as contained in the program statement and program budgets appended as Exhibits "A," "B" and "C" respectively to this performance CONTRACT and incorporated herein for all purposes; and

WHEREAS, the CITY wishes to engage the CONTRACTOR to carry out the described program; **NOW THEREFORE:**

FOR VALUABLE CONSIDERATION, the parties hereto severally and collectively agree, and by the execution hereof are bound, to the mutual obligations herein contained and to the performance and accomplishment of the tasks hereinafter described.

I. GENERAL PROVISIONS

1.1 The CONTRACTOR is an organization, incorporated under the Texas Non-Profit Corporation Act, governed by an autonomous governing body that meets officially at least four times per year.

1.2 The CONTRACTOR hereby represents, warrants, assures and guarantees that it possesses the legal authority, pursuant to any proper, appropriate and official motion, resolution or action passed or taken, to enter into this CONTRACT and to perform the responsibilities herein required.

1.3 The CONTRACTOR understands that the funds provided pursuant to this CONTRACT are funds that have been made available through the City of San Antonio Housing Trust and will comply with all rules, regulations, policies, and procedures applicable to these funds as directed by the CITY. The CONTRACTOR agrees to abide by any future amendments or additions to such rules and regulations as they may be promulgated by the CITY or the City of San Antonio Housing Trust Board of Trustees.

1.4 The signer of this CONTRACT for CONTRACTOR represents, warrants, assures and guarantees that he or she has the full legal authority to execute this CONTRACT on behalf of CONTRACTOR and to bind CONTRACTOR to all terms, performances and provisions herein contained.

1.5 In the event a dispute arises as to the legal authority to enter into this CONTRACT of either the CONTRACTOR or the person signing on behalf of the CONTRACTOR, the CITY shall have the right, at its option, to either temporarily suspend or permanently terminate this CONTRACT. Should CITY suspend or permanently terminate this CONTRACT pursuant to this paragraph, the CONTRACTOR shall be liable to CITY for any money it has received from CITY hereunder.

1.6 CONTRACTOR and CITY agree that CONTRACTOR is an independent contractor. Neither has authority to bind the other or hold out to third parties that it has the authority to bind the other.

1.7 CONTRACTOR understands and agrees that this CONTRACT is subject to mutual termination. Either party may terminate this CONTRACT by giving the other party not less than thirty days written notice. The notice must specify the effective date of termination; that date must not be sooner than the end of thirty days following the day such notice is sent.

1.8 CONTRACTOR understands and agrees that this CONTRACT may be revised and updated by the CITY. Therefore, CONTRACTOR agrees that, at such time as any revisions are adopted through City Council action during the Contract period, this CONTRACT will be amended to include such revision and CONTRACTOR shall be bound by such revisions and amendments; provided, however, that in the event CONTRACTOR does not agree to any change, CONTRACTOR has the option of terminating this CONTRACT by giving thirty days written notice to the CITY. CONTRACTOR has the right to exercise such option within thirty days of receipt of notice of any such revision. Upon failure by CONTRACTOR to exercise such option at the expiration of thirty (30) days, CONTRACTOR will be deemed to have waived such option.

1.9 CITY will not be liable for any expense of CONTRACTOR in its performance of this CONTRACT. Directors, officers, employees or agents of CONTRACTOR will not be deemed officers, employees or agents of CITY.

1.10 If CONTRACTOR fails to fulfill in a timely and proper manner the obligations under this CONTRACT, or violates any of the covenants, agreements, guarantees or stipulations of this CONTRACT, or if CONTRACTOR violates any rule, regulation or law to which CONTRACTOR is bound or shall be bound under the terms of this CONTRACT, CITY will have the right to terminate this CONTRACT by sending written notice to CONTRACTOR of

such termination and specifying the effective date thereof; that date must not be sooner than the end of thirty (30) days following the date such notice is sent.

Previous breach of any of the terms or conditions of this CONTRACT will not constitute a waiver of same or preclude CITY's termination right for successive breach of the same condition.

Notwithstanding any other remedy contained herein or provided by law, and without limiting or waiving any rights and remedies it may otherwise have, CITY may at its sole option, delay, suspend, limit, or cancel funds, rights and privileges herein given CONTRACTOR for failure to timely and properly comply with the letter or spirit of this CONTRACT. CITY may, at its sole option, place CONTRACTOR on probation, or suspension during which time CITY may, at its sole option, withhold reimbursements in cases where CITY determines that CONTRACTOR is not in compliance with this CONTRACT. The period of such probation or suspension shall be of such duration as is appropriate to accomplish corrective action, but in no event shall it exceed ninety (90) calendar days. Upon expiration of the probation or suspension period:

- (A) Should CITY determine that the default or deficiency has been cured, CONTRACTOR may, at CITY's sole option, be restored to full compliance status and paid all eligible reimbursements withheld during such probation or suspension period; or
- (B) Should CITY determine continued non-compliance, the termination provisions herein may, at CITY's sole option, be effectuated.

In addition to the above provisions, CITY has the right to unilaterally terminate this CONTRACT at any time upon a finding by ordinance that the CONTRACTOR's activities, programs, or operations are no longer in the best interest of CITY or its citizens. Adequate provisions must be made for CONTRACTOR to be heard by the City Council of San Antonio prior to voting on such an ordinance. The effective date of the termination must be set in the ordinance.

1.11 It is expressly understood by CONTRACTOR that this CONTRACT in no way obligates CITY's general fund monies or any other monies or credits of CITY other than that specifically referred to in the Program Statement, affixed hereto and incorporated herein for all purposes as "Exhibit A."

1.12 The term of this agreement begins October 1, 2014, or when the approved program statement and program budget are received by the CITY's Department of Planning and Community Development, whichever occurs later, and will, subject to and upon an annual review and approval by CITY concurrent with the beginning date of its fiscal year, automatically renew itself on an annual basis, subject to annual City Council approval, unless earlier termination shall occur pursuant to any of the provisions hereof; provided, however, that if said annual review and approval does not take place to allow a yearly program statement and program budget to be approved concurrently with each fiscal year, than in such event, this CONTRACT will be continued on a month-to-month basis until such time as CITY completes its review.

1.13 CONTRACTOR must establish and use internal fiscal and program management procedures to preclude theft, embezzlement, improper inducement, obstruction of investigation or other criminal action, and to prevent fraud and program abuse.

1.14 CONTRACTOR warrants that no person or selling agency has been employed or retained to solicit or secure this CONTRACT upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, and further that no such understanding or agreement exists or has existed, with any employee of CONTRACTOR or CITY.

1.15 CONTRACTOR shall not use funds provided hereunder either directly or indirectly as a contribution in order to obtain any federal funds under any federal program without prior written approval by CITY.

1.16 CONTRACTOR shall use the funds provided to it under the terms of this CONTRACT exclusively for the purpose and in the manner, conditions and terms as provided in this CONTRACT and in accordance with the program statement and program Budget. Any modification of the use of funds proposed by CONTRACTOR will require prior written approval of the City Manager, or her designated representative.

1.17 CONTRACTOR is required to publicly acknowledge that this program is supported by CITY as directed by the City Manager, or her designated representative.

1.18 The Deputy City Manager, Assistant City Managers, or Assistants to the City Manager and the Director of the Department of Planning and Community Development are hereby designated and authorized as representatives of the City Manager for the purpose of administration, monitoring and communication of this CONTRACT.

II. CONTRACT PRICING AND BILLING

2.1 Notwithstanding any other provision of this CONTRACT, the total of all payments and other obligations made and incurred by CITY hereunder shall not exceed the sum of One Hundred Ninety Eight Thousand Nine Hundred Three and No/100 Dollars (\$198,903.00).

2.2 CONTRACTOR agrees that payment shall be reimbursed based on documented completion of the tasks so long as (a) payment does not exceed the actual cost of work completed; and (b) expenses are documented at the time the billing is submitted.

2.3 CONTRACTOR agrees that all CONTRACTOR labor, supervision of work, report reproduction, typing, travel, insurance, communication, computer access, materials, supplies, subcontractor costs, and all other CONTRACTOR expenses necessary to complete this CONTRACT shall be borne at CONTRACTOR's sole cost and expense.

2.4 CONTRACTOR understands and agrees that the source of funding for payment pursuant to this CONTRACT is City's Housing Trust Corpus, and all payments to CONTRACTOR must be rendered on an actual cost incurred, reimbursable basis in conformance with CITY regulations; requests for advances, prepayments and/or retainer fees are ineligible for payment and cannot be honored or processed by CITY.

2.5 CONTRACTOR shall submit all billings to the Department of Planning and Community Development for approval and processing.

2.6 Upon receipt of an approval by CITY of CONTRACTOR's billing package, CITY agrees to pay CONTRACTOR an amount equal to CITY's liabilities not previously billed to and subsequently paid by CITY, subject to deduction for any costs questioned or not allowable.

2.7 CITY warrants and represents that it has complied with all procedures necessary to retain CONTRACTOR for the services described herein and to reimburse CONTRACTOR for services rendered pursuant hereto.

III. PROGRAM MANAGEMENT

3.1 CONTRACTOR, in accordance and compliance with the terms, provisions and requirements of this CONTRACT, shall provide, oversee, administer and carry out all activities and services set out in the Program Statement, affixed hereto as "Exhibit A," in a satisfactory and efficient manner as determined by CITY. The CONTRACT is not considered complete or in compliance until such time as the approved, signed, and dated Program Statement is attached.

3.2 CONTRACTOR agrees to maintain records that will provide accurate, current, separate and complete disclosure of the status of any funds received pursuant to this CONTRACT. CONTRACTOR further agrees that:

- (A) Maintenance of said records shall be in compliance with all terms, provisions and requirements of this CONTRACT and with all applicable federal and state regulations establishing standards for financial management; and
- (B) CONTRACTOR's record system shall contain sufficient documentation to provide in detail full support and justification for each expenditure.

3.3 CITY's Director of the Department of Planning and Community Development, or his authorized representative, is assigned monitoring, fiscal control, and evaluation of CONTRACTOR's performance and operations under this CONTRACT. CONTRACTOR will provide CITY staff, including auditors, EEO officers and CITY-designated representatives, such as independent public accountants and representatives of the federal government, access during regular business hours, as often as CITY deems necessary for the purpose of audit, monitoring, evaluation, coordination and investigation, to any and all CONTRACTOR's books, records and files on the programs covered by this CONTRACT and such other programs administered by CONTRACTOR with funds from any other sources, and to any and all books, records and files pertaining to CONTRACTOR's proprietary, agency or trust funds as CITY may need and request. CITY shall have the authority to make excerpts, transcripts or copies from all such books, records and files, including all contracts, invoices, materials and other data relating to all matters covered by this CONTRACT.

- (A) All such records must continue to be available for inspection and audit for a period of three years after the termination date hereof or until all audits are complete and findings on all claims have been finally resolved, whichever is the longer period of time.

- (B) CONTRACTOR agrees that during the term of this CONTRACT, any duly authorized representative of CITY may conduct on-site inspections at reasonable times, and to interview personnel and clients, for the purpose of evaluating and monitoring CONTRACTOR's operations for compliance with this CONTRACT.
- (C) The submission of falsified information or the failure to submit information as requested by CITY is grounds for termination of this CONTRACT.
- (D) CONTRACTOR agrees to provide CITY with the names and license registration of any contracting agency employees regulated by State law whose activities contribute towards, facilitate or coordinate the performance of this CONTRACT.
- (E) Subject to the discretion of CITY, any of CITY's authorized or designated representatives shall have the right to be present at any and all of CONTRACTOR's staff meetings, advisory committee meetings, advisory board meetings, and board meetings.

3.4 CONTRACTOR is entitled to receive just and equitable compensation for any work satisfactorily completed prior to termination of this CONTRACT; provided, however, that such compensation shall be derived exclusively from and shall not exceed the amount of interest actually accrued on deposit of the funds to be transferred, in accordance with the terms of this CONTRACT, from the City of San Antonio Housing Trust Fund to the CONTRACTOR, said funds specifically delineated in the Program Statement, affixed hereto as "Exhibit A." The determination of satisfactory completion of such work is made solely by CITY, and CITY's decision is final.

3.5 Neither the program or activity receiving funds from or through CITY, nor the personnel involved in the administration of such program or activity, may be involved in the construction, operation, or maintenance of such part of any facility that is used or will be used for sectarian instruction or as a place of religious worship.

3.6 None of the performance rendered hereunder shall involve, and no portion of the funds received hereunder shall be used, directly or indirectly, for any political activity including, but not limited to, an activity to further the election or defeat of any candidate for public office or for any activity undertaken to influence the passage, defeat or final content of local, state or federal legislation.

3.7 CONTRACTOR covenants that neither it nor any member of its governing body or of its staff presently has any interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this CONTRACT. CONTRACTOR further covenants that in the performance of this CONTRACT, no persons having such interest shall be employed or appointed as a member of its governing body or of its staff.

3.8 CONTRACTOR will establish safeguards to prohibit officers or employees from possessing any interest in or using their positions for a purpose that is or gives the appearance of being motivated by a desire for private gain for themselves or those with whom they have

family, business, or other ties. CITY may, at its sole option, cancel this CONTRACT for any violation of this Section by any officer, Director, or employee of CONTRACTOR.

3.9 Members of CONTRACTOR's Board of Directors or governing body may not be employees of the agency or paid in any way for services with CONTRACT funds.

3.10 CONTRACTOR agrees to establish internal procedures that assure employees of an established complaint and grievance policy.

- (A) A grievance policy will include procedures to receive, investigate, and resolve complaints and grievances in an expeditious manner.
- (B) In the event no complaint and grievance policy has been established, the procedures outlined in the San Antonio Municipal Civil Service rules will be followed by the agency.

IV. FISCAL MANAGEMENT

4.1 An accounting system using the accrual basis of generally accepted accounting principles that accurately reflects all costs chargeable, paid and unpaid, to the project, should the project terminate the next day, is mandatory.

4.2 CONTRACTOR will establish an account in a federally insured financial institution as a depository to be used exclusively for receipt and expenditure of funds provided hereunder. All checks and withdrawals from such account shall have itemized documentation in support thereof. Such account shall be maintained in said institution with any account balance exceeding the federal deposit insurance coverage likewise collaterally secured.

4.3 CITY will review and approve the accounting system and internal controls prior to the release of funds hereunder and shall in no way be obligated to release such funds until said accounting system and internal controls are first so reviewed and approved.

4.4 CONTRACTOR shall observe sound business practices with respect to providing such bonding and insurance as would provide adequate coverage for activities under this CONTRACT.

4.5 All persons on the CONTRACTOR's Board of Directors or in the employ of CONTRACTOR who handle CITY funds received or disbursed hereunder or who sign or co-sign checks for said fund disbursement must be covered by a dishonesty and fidelity bond in the amount of \$100,000.00 (One Hundred Thousand and No/100 Dollars) or one-half the total contract amount, whichever is less. If a bond is required under the terms of this provision, evidence of same shall be filed with the City Clerk, and copied to the Department of Planning and Community Development, within ten (10) working days following execution of this CONTRACT.

4.6 No fees may be charged to or donations requested from participants in a CITY funded project without the prior written approval of the City Manager, or her authorized representative.

4.7 Interest income earned on the deposit of CONTRACT funds with CONTRACTOR is CITY program income. The income may be used by CONTRACTOR to pay costs directly related to the administration of the City of San Antonio Housing Trust, including the disbursement of Trust assistance to project sponsors. CONTRACTOR is responsible for full disclosure and accountability of program income to CITY. CONTRACTOR will account to CITY for its administration of the receipt and disbursal of Trust assistance, the performance of the project sponsors, and the administrative operation of the City of San Antonio Housing Trust under the agreement for Trust assistance. A statement of expenditures and revenues shall be submitted by CONTRACTOR to CITY within thirty (30) days of the activity in a format as may be prescribed by CITY; the statement is subject to audit verification. Failure to report program income as required is grounds for suspension, cancellation, or termination of this CONTRACT.

4.8 CONTRACTOR shall defend, hold harmless, and indemnify CITY, its officers and employees against any and all suits, actions, legal proceedings, claims, demands, damages, penalties, costs, expenses and attorney's fees arising out of infringement of copyright on any work used in any way in connection with this CONTRACT and its programs.

4.9 Upon completion or termination of this CONTRACT, and related projects, any unused funds, rebates, or credits must immediately be returned to CITY.

4.10 CONTRACTOR shall not be relieved of liability to CITY for damages sustained by CITY by virtue of any breach of this CONTRACT, and CITY may withhold funds otherwise due as damages.

4.11 Any subcontract for professional or other services requires prior written approval of the City Manager, or her duly authorized representative. Any said subcontract for professional services shall require that the said professional both be licensed to practice her profession in the State of Texas and maintain a policy of liability insurance to indemnify, save harmless, and defend both CONTRACTOR and CITY from any claims arising from any acts or omissions of said Professional or said Professional's agents. The request and submission of the proposed subcontract must allow CITY a minimum of ten (10) working days for review prior to the anticipated execution of the proposed subcontract. CITY shall not be obligated to any third parties, including any subcontractors of CONTRACTOR.

4.12 If any expense or charge made by CONTRACTOR is subsequently disapproved or disallowed as a result of any site review or audit, CONTRACTOR will promptly refund such amount, from non-CITY funds, to CITY. CONTRACTOR authorizes CITY to deduct such amount or charge as a claim against future payments. The City Manager, or her duly authorized representative, has the authority to deduct such claims from future Contract awards.

4.13 Audit Conditions and Requirements

CITY, a political entity, unlike a business for profit, is interested in determining if the agencies supported with CITY Contract funds accomplished or achieved the objectives as stipulated in their Contracts. It is imperative the auditor read the entire Contract, including all attachments between CITY and CONTRACTOR, since budget and financial compliance of the Contract represents only a portion of the total contractual obligation.

All CITY-funded projects and programs are subject to periodic audits at any time by CITY auditors.

Agencies receiving funds in excess of \$25,000.00 (Twenty-five Thousand and No/100 Dollars) annually from CITY are required to furnish CITY Finance Director, copy to Interim Director of the assigned "Responsible Department," a certified audit within ninety (90) days of the close of the accounting period or termination of the Contract.

The audit must include, at a minimum, the following:

- (A) Copy of Management Letter;
- (B) Financial/Compliance Date: Receipts and disbursement of CITY funds budgeted by cost category;
- (C) Programmatic Compliance: Program objectives itemized as they appear in the Contract; and
- (D) All Federal and State Grant funds must be audited in accordance with specific grant audit guidelines.

The audit must also include a statement whether the overall terms and conditions of the Contract between CITY and contracting agency were or were not met, listing any exceptions. Audits to be paid with CITY funds, partial or in full, must show that prior written approval was granted by CITY.

Audits must show whether any unused funds, rebates or credits collected by CONTRACTOR, were returned to CITY within sixty (60) days after close of the accounting period or termination of Contract.

4.14 CONTRACTOR understands and agrees to abide by and adhere to applicable federal, state, and CITY provisions.

V. INDEMNIFICATION

5.1 CONTRACTOR covenants and agrees to FULLY INDEMNIFY and HOLD HARMLESS, the CITY and the elected officials, employees, officers, directors and representatives of the CITY, individually or collectively, from and against any and all costs, claims, liens, damages, losses, expenses, fees, fines, penalties, proceedings, actions, demands, causes of action, liability and suits of any kind and nature, including but not limited to, personal injury or death and property damage, made upon the CITY, directly or indirectly arising out of, resulting from or related to CONTRACTOR's activities under this CONTRACT, including any acts or omissions of CONTRACTOR, any agent, officer, director, representative, employee, contractor or subcontractor of CONTRACTOR, and their respective officers, agents, employees, directors and representatives while in the exercise or performance of the rights or duties under this CONTRACT, all without, however, waiving any governmental immunity available to the CITY under Texas law and

without waiving any defenses of the parties under Texas law. The provisions of this INDEMNIFICATION are solely for the benefit of the parties hereto and not intended to create or grant any rights, contractual or otherwise, to any other person or entity. CONTRACTOR shall promptly advise the CITY in writing of any claim or demand against the CITY or CONTRACTOR known to CONTRACTOR related to or arising out of CONTRACTOR's activities under this CONTRACT and shall see to the investigation and defense of such claim or demand at CONTRACTOR's cost. The CITY shall have the right, at its option and at its own expense, to participate in such defense without relieving CONTRACTOR of any of its obligations under this paragraph.

5.2 It is the EXPRESS INTENT of the parties to this CONTRACT, that the INDEMNITY provided for in this article (Article V), is an INDEMNITY extended by CONTRACTOR to INDEMNIFY, PROTECT, and HOLD HARMLESS the CITY from the consequences of the CITY's OWN NEGLIGENCE, provided however, that the INDEMNITY provided for in this article SHALL APPLY only when the NEGLIGENT ACT of the CITY is a CONTRIBUTORY CAUSE of the resultant injury, death, or damage, and shall have no application when the negligent act of the CITY is the sole cause of the resultant injury, death or damage. CONTRACTOR further AGREES TO DEFEND, AT ITS OWN EXPENSE and ON BEHALF OF THE CITY AND IN THE NAME OF THE CITY, any claim or litigation brought against the CITY and its elected officials, employees, officers, directors and representatives, in connection with any such injury, death, or damage for which this INDEMNITY shall apply, as set forth above.

5.3 It is expressly understood and agreed that CONTRACTOR is and shall be deemed to be an independent contractor and operator responsible to all parties for its respective acts or omissions and that CITY shall in no way be responsible therefor.

VI. SPECIAL PROVISIONS

6.1 Under no circumstances will the funds received under this CONTRACT be used, either directly or indirectly, to pay costs or attorney fees incurred in any adversarial proceeding against the CITY or any other public entity.

6.2 During the term of this CONTRACT, if CONTRACTOR files and/or pursues an adversarial proceeding against the CITY then, at the CITY's option, this CONTRACT and all access to the funding provided for hereunder may terminate if CONTRACTOR is in violation of Paragraph 6.1 herein.

6.3 CONTRACTOR, at the CITY's option, could be ineligible for consideration to receive any future funding while any adversarial proceedings against the CITY remains unresolved.

6.4 For purposes of this Article, "adversarial proceedings" include any cause of action filed by CONTRACTOR in any state or federal court, as well as any state or federal administrative hearing, but does not include Alternative Dispute Resolution proceedings.

VII. EQUAL OPPORTUNITY - NON-DISCRIMINATION CLAUSE

7.1 CITY's Affirmative Action Plan requires all CITY contractors having contracts of \$10,000.00 (Ten Thousand and No/100 Dollars) or more, excluding certain vendors, to comply with the Non-discrimination Clause as follows:

- (A) CONTRACTOR will not discriminate against any employee or applicant for employment because of race, color, national origin, religion, sex, age, disability, or political affiliation. CONTRACTOR will take affirmative action to ensure that applicants are employed and that employees are treated during employment without regard to their race, color, national origin, religion, sex, age, disability, or political belief or affiliation. Such action must include, but not be limited to, the following: employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoffs or terminations, rates of pay or other forms of compensation, and selection for training, including apprenticeship.
- (B) CONTRACTOR agrees to post in a conspicuous place available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of this Non-discrimination Clause.
- (C) CONTRACTOR will, in all solicitations or advertisements for employees placed by or on behalf of CONTRACTOR, state that all qualified applicants will receive fair consideration for employment without regard to race, color, national origin, religion, sex, age disability, or political belief or affiliation. CONTRACTOR will notify each labor union or representative of workers, with which it may have a collective bargaining agreement or other contract understanding, the CONTRACTOR is bound by the terms of this CONTRACT and this Non-discrimination Clause.
- (D) CONTRACTOR agrees to affirmatively abide by and cooperate in the implementation of the policies and practices set forth in this Non-discrimination Clause, and any additional policies as may be required as a result of local, state or federal initiatives. CONTRACTOR will furnish all information and reports requested by CITY and will permit access to all books, records, and accounts for purpose of review and investigation to ascertain compliance with such rules and regulations.
- (E) In the event of CONTRACTOR's failure or refusal to comply with this Non-discrimination Clause, this CONTRACT may be canceled, terminated, or suspended in whole or in part, and CONTRACTOR may be debarred from further contracts with CITY.
- (F) Contractors, excluding certain vendors, doing business with CITY, must submit an Affirmative Action Plan to the Equal Employment Opportunity Office. The Format of the Affirmative Action Plan will be designated by the EEO Office that is required to evaluate the plan and provide technical assistance.

- (G) CONTRACTOR agrees to implement its Affirmative Action Plan as approved by the Office of Equal Employment Opportunity, which will monitor and evaluate compliance with this section.

7.2 At the end of sixty (60) days from the date of execution of this CONTRACT, the failure of CONTRACTOR to have an Affirmative Action Plan on file with the Office of Equal Employment Opportunity, approved by CITY's certifying officer, will constitute grounds for immediate cancellation, termination, or suspension, in whole or in part of this CONTRACT. Such action may also result in CONTRACTOR being debarred from further contracts with CITY.

VIII. RIGHTS TO PROPOSAL AND CONTRACTUAL MATERIAL

8.1 All reports, documents, studies, charts, schedules or other appended documentation to any proposal or contract, and any responses, inquiries, correspondence and related material submitted by CONTRACTOR, shall, upon receipt, become the property of CITY.

IX. CHANGES AND AMENDMENTS

9.1 Except when the terms of this CONTRACT expressly provide otherwise, any alterations, additions, or deletions to the terms hereof shall be by amendment in writing executed by both CITY and CONTRACTOR.

X. ASSIGNMENTS

10.1 CONTRACTOR shall not transfer, pledge or otherwise assign this CONTRACT, any interest in and to same, or any claim arising thereunder, without first procuring the written approval of CITY. Any attempt at transfer, pledge or other assignment shall be void and shall confer no rights upon any third person or party.

XI. SEVERABILITY OF PROVISIONS

11.1 If any clause or provision of this CONTRACT is held invalid, illegal or unenforceable under present or future laws, then and in that event it is the intention of the parties hereto that such invalidity, illegality or unenforceability shall not affect any other clause or provision hereof and that the remainder of this CONTRACT shall be construed as if such invalid, illegal or unenforceable clause or provision was never contained herein; it is also the intention of the parties hereto that in lieu of each clause or provision of this CONTRACT that is invalid, illegal or unenforceable, there be added as a part of the Contract a clause or provision as similar in terms to such invalid, illegal or unenforceable clause or provision as may be possible, legal, valid and enforceable.

XII. LAW APPLICABLE

12.1 THIS CONTRACT SHALL BE CONSTRUED UNDER AND IN ACCORDANCE WITH THE LAWS OF THE STATE OF TEXAS AND IS PERFORMABLE IN BEXAR COUNTY, TEXAS.

XIII. ENTIRE AGREEMENT

13.1 This CONTRACT, including all Exhibits and attachments cited above, constitutes the final and entire agreement between the parties hereto and contains all of the terms and conditions agreed upon. No other agreements, oral or otherwise, regarding the subject matter of this CONTRACT shall be deemed to exist or to bind the parties hereto unless same be in writing, dated subsequent to the date hereof, and duly executed by the parties.

XIV. NOTICES

14.1 For purposes of this CONTRACT, all official communications and notices among the parties shall be deemed sufficient if in writing and mailed, registered or certified mail, postage prepaid, to the addresses set forth below:

CITY: Director
Department of Planning and Community Development
City of San Antonio
P.O. Box 839966
San Antonio, Texas 78283-3966

CONTRACTOR: Executive Director
San Antonio Housing Trust Foundation, Inc.
2515 Blanco Road
San Antonio, Texas 78212

Notice of changes of address by either party must be made in writing delivered to the other party's last known address.

XV. GENDER

15.1 Words of any gender used in this CONTRACT shall be held and construed to include any other gender, and words in the singular number shall be held to include the plural, unless the context otherwise requires.

XVI. CAPTIONS

16.1 The captions contained in this CONTRACT are for convenience of reference only and in no way limit or enlarge the terms or conditions of this CONTRACT.

XVII. PARTIES BOUND

17.1 This CONTRACT shall be binding on and inure to the benefit of the parties hereto and their respective heirs, executors, administrators, legal representatives, successors and assigns, except as otherwise expressly provided for herein.

EXECUTED and AGREED TO this _____ day of _____ 2014.

CITY OF SAN ANTONIO

**SAN ANTONIO HOUSING
TRUST FOUNDATION, INC.**

BY: _____
JOHN DUGAN
Director
Department of Planning and
Community Development

BY: _____
JOHN KENNY
Executive Director

APPROVED AS TO FORM:

STEVE WHITWORTH
Assistant City Attorney

ATTACHMENTS:

- Exhibit "A" – Program Work Statement
- Exhibit "B" – Income Sources and Operating Budget
- Exhibit "C" - Administrative Services Budget Detail

EXHIBIT A

Program Work Statement
FY 2014-2015

Contractor: San Antonio Housing Trust Foundation, Inc.

Project Name: San Antonio Housing Trust Administration & Staffing

Statement of Project Responsibility

- | | |
|-------------------|--|
| 1. Policy | City of San Antonio City Council
Board of Trustees
City Manager's Office
Department of Finance |
| 2. Administration | Executive Director,
San Antonio Housing Trust
San Antonio Housing Trust Foundation
San Antonio Housing Trust Investment Corporation
San Antonio Housing Trust Finance Corporation
San Antonio Housing Trust Public Facility Corporation |
| 3. Staffing | Executive Director
Program Officer
Administrative Assistant
Asset Manager |
| 4. Budget/Fiscal | Executive Director, San Antonio Housing Trust
Department of Planning
Department of Finance |

Program Description:

The San Antonio Housing Trust Foundation, Inc. is a private not-for-profit Texas corporation, created by the San Antonio Housing Trust Board of Trustees to perform the following functions:

1. Manage the day-to-day operations and administration of the San Antonio Housing Trust.
2. Provide staff and administrative support to the San Antonio Housing Trust Board of Trustees.
3. Conduct the regular and special funding rounds of the San Antonio Housing Trust.
4. Act as disbursement agent for awards of Trust assistance recommended by the Board of Trustees as approved by City Council.
5. Monitor compliance of housing sponsors as per disbursement contracts and awards of assistance from the Housing Trust.
6. Perform research as needed by the Housing trust to augment programs.

7. Provide technical assistance relating to affordable housing finance and proposal development to sponsors and potential sponsors of affordable housing developments and programs.
8. Develop diversified sources of dedicated revenue for the growth of the Trust's corpus and expansion of funds available for funding proposals and administrative needs of the Housing Trust.
9. Work with the title companies and lenders to provide advances for down payment assistance to allow timely closing for first time homebuyers in connection with the City's Homeownership Incentive Program.
10. Accept funds on the City's behalf to support neighborhood and housing revitalization efforts. These funds shall be kept in an account with the Foundation and will be used to pay invoices submitted by the City for the purpose for which the funds are received.
11. Identify existing and potential capital sources based on plan priorities.
12. Structure bond issues for single and multi-family housing and identify leverage opportunities.
13. Administer as staff of the San Antonio Housing Trust Public Facility Corporation to identify and partner Multi-family projects that meet the criteria of the City's Master Plan, Inner City Development, and Neighborhood revitalization projects.
14. Identify Bond opportunities for both Single and Multi-Family issues.
15. Provide owner oversight on the Single and Multi-Family properties owned by the San Antonio Housing Trust Public Facility Corporation.
16. Maintain a revolving loan fund for the City's Community Housing Development Corporation (CHDO's) to help leverage other funds in developing single and multi-family housing.
17. Disburse funds for the OUR SA Infill Pilot Program to promote economic development through Interim financing loan agreements, as well as construction grant agreements.

EXHIBIT B

**SAN ANTONIO HOUSING TRUST
INCOME SOURCES AND OPERATING BUDGET
FY 2014-2015**

	ACTUAL FY 2013	BUDGET FY 2014	ESTIMATE FY 2014	PROPOSED FY2015
REVENUES				
San Antonio Housing Trust	\$ 187,899	\$ 195,890	\$ 195,791	\$ 198,903
SAHT Finance Corp Admin Fees	7,065	5,757	5,757	4,752
San Antonio Housing Trust PFC Admin Fees	91,838	47,526	42,708	62,083
SAHTF General Operating	69,520	65,540	65,540	65,460
Total Revenues	\$ 356,322	\$ 314,713	\$ 309,796	\$ 331,198
APPROPRIATIONS				
Contract-Bookkeeping-Finance	\$ 660	\$ 660	\$ 660	\$ 660
Rent-Finance	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200
Salaries-Finance	\$ 24,579	\$ 22,000	\$ 22,000	\$ 23,100
Taxes-Payroll-Finance	\$ 1,817	\$ 1,690	\$ 1,571	\$ 1,733
Utilities-Finance	\$ -	\$ -	\$ -	\$ -
Total - Finance	\$ 31,256	\$ 28,550	\$ 28,431	\$ 29,693
Contract-Bookkeeping - PFC	\$ 540	\$ 540	\$ 540	\$ 600
Rent - PFC	\$ 4,200	\$ 4,200	\$ 4,200	\$ 6,200
Salaries - PFC	\$ 24,579	\$ 24,500	\$ 31,796	\$ 28,226
Taxes-Payroll - PFC	\$ 1,817	\$ 1,880	\$ 2,274	\$ 2,117
Total - Pubic Facility Corporation	\$ 31,136	\$ 31,120	\$ 38,810	\$ 37,143
Contract-Bookkeeping-Gen. Oper	\$ 2,700	\$ 2,700	\$ 2,700	\$ 2,700
Rent-General Operating	\$ 7,200	\$ 7,200	\$ 7,200	\$ 7,200
Salaries-Gen.Operating	\$ 48,915	\$ 50,000	\$ 47,127	\$ 50,000
Taxes-Payroll-Gen.Operating	\$ 2,713	\$ 3,830	\$ 3,504	\$ 3,750
Entertainment & food	\$ 361	\$ 310	\$ 184	\$ 310
Office Supplies - Gen. Oper.	\$ 16	\$ 1,500	\$ 3	\$ 1,500
Total - Gen. Oper.	\$ 61,905	\$ 65,540	\$ 60,717	\$ 65,460
Administrative Services				
Personal Services	\$ 137,063	\$ 146,190	\$ 153,285	\$ 151,768
Contractual Services	\$ 37,930	35,200	30,004	33,265
Commodities	\$ 6,568	6,500	5,765	6,170
Insurance/Other Expenditures	\$ 6,338	7,000	6,409	6,700
Capital Outlay	0	1,000	327	1,000
Total Administrative Services*	\$ 187,899	\$ 195,890	\$ 195,791	\$ 198,903
Grand Totals - All Budgets	\$ 312,195	\$ 321,100	\$ 323,749	\$ 331,198

*Contract amount funded with program income and interest funds earned from the SAHT corpus (See Exhibit C for administrative services appropriation details)

Revised

9/4/2014

EXHIBIT C

SAN ANTONIO HOUSING TRUST
ADMINISTRATIVE SERVICES BUDGET DETAIL
FY 2014-2015

APPROPRIATIONS	ACTUAL FY 2013	BUDGET FY 2014	ESTIMATE FY 2014	PROPOSED FY2015
Personal Services				
Auto expense allowance	\$ 5,200	\$ 5,300	\$ 5,095	\$ 5,300
Insurance - Workmen's Comp	\$ 388	\$ 640	\$ -	\$ 640
Insurance - health & life	\$ 187	\$ 200	\$ 227	\$ 200
Retirement Plan Exp.	\$ 13,606	\$ 15,000	\$ 13,606	\$ 15,000
Salaries	\$ 108,683	\$ 114,000	\$ 124,675	\$ 119,700
Taxes - Payroll	\$ 8,772	\$ 8,900	\$ 9,573	\$ 8,978
Taxes-Unemployment	\$ 149	\$ 150	\$ 110	\$ 150
Travel & Training	\$ 78	\$ 2,000	\$ -	\$ 1,800
	<u>\$ 137,063</u>	<u>\$ 146,190</u>	<u>\$ 153,285</u>	<u>\$ 151,768</u>
Contractual Services				
Audit	\$ 6,575	\$ 7,200	\$ 6,000	\$ 7,200
Contract - Bookkeeping	\$ 2,700	\$ 2,700	\$ 2,700	\$ 2,700
Legal fees	\$ 855	\$ 2,000	\$ 1,767	\$ 2,000
Maintenance and repairs	\$ 5,298	\$ 6,000	\$ 5,518	\$ 6,000
Rent	\$ 9,349	\$ 9,600	\$ 9,349	\$ 7,665
Fees to Professional	\$ 8,475	\$ 3,000	\$ -	\$ 3,000
Rental of equipment	\$ 599	\$ 700	\$ 606	\$ 700
Telephone and Internet	\$ 4,079	\$ 4,000	\$ 4,064	\$ 4,000
	<u>\$ 37,930</u>	<u>\$ 35,200</u>	<u>\$ 30,004</u>	<u>\$ 33,265</u>
Commodities				
Bind, print & reproduction	\$ -	\$ 100	\$ -	\$ 100
Mail & parcel post	\$ 320	\$ 400	\$ 245	\$ 350
Office supplies	\$ 1,925	\$ 1,800	\$ 1,153	\$ 1,350
Utilities	\$ 4,324	\$ 4,200	\$ 4,368	\$ 4,370
	<u>\$ 6,568</u>	<u>\$ 6,500</u>	<u>\$ 5,765</u>	<u>\$ 6,170</u>
Insurance/Other Expenditures				
Insurance - Business package	\$ 4,270	\$ 3,200	\$ 4,960	\$ 5,000
Advertising	\$ -	\$ 200	\$ 50	\$ 200
Membership, Fees & Licenses	\$ 768	\$ 2,000	\$ 669	\$ 800
Entertainment & food	\$ 162	\$ 200	\$ 447	\$ 200
Subscription & dues	\$ 1,139	\$ 1,400	\$ 282	\$ 500
	<u>\$ 6,338</u>	<u>\$ 7,000</u>	<u>\$ 6,409</u>	<u>\$ 6,700</u>
Capital Outlay				
Equipment purchases	\$ -	\$ 500	\$ 327	\$ 500
Furniture purchases	\$ -	\$ 500	\$ -	\$ 500
	<u>\$ 0</u>	<u>\$ 1,000</u>	<u>\$ 327</u>	<u>\$ 1,000</u>
Total Appropriations	<u>\$ 187,899</u>	<u>\$ 195,890</u>	<u>\$ 195,791</u>	<u>\$ 198,903</u>

Revised
9/4/2014

HOLIDAY SCHEDULE and CITY CLOSURES

The City Council has approved 13 Holidays for FY 2015 which begins on October 1, 2014.

Holiday	Day	Date
Veteran's Day	Tuesday	November 11, 2014
Thanksgiving Day	Thursday	November 27, 2014
Day after Thanksgiving	Friday	November 28, 2014
Christmas Eve	Wednesday	December 24, 2014
Christmas Day	Thursday	December 25, 2014
Winter Holiday	Friday	December 26, 2014
*City Closure (Employee Leave)	Monday	December 29, 2014
*City Closure (Employee Leave)	Tuesday	December 30, 2014
Winter Holiday	Wednesday	December 31, 2014
New Year's Day	Thursday	January 1, 2015
Martin Luther King, Jr. Day	Monday	January 19, 2015
Fiesta San Jacinto Day	Friday	April 24, 2015
Memorial Day	Monday	May 25, 2015
Independence Day (Observed)	Friday	July 3, 2015
Labor Day	Monday	September 7, 2015

**Not an official holiday. Employees may choose to use Personal Leave, Annual Leave, or Voluntary Leave without Pay for these days.*

ADDITIONAL INFORMATION ON HOLIDAYS:

Uniformed Fire Department personnel will accrue a 13th holiday, designated as the September 11th Holiday in compliance with State Law. Since September 11th is not a City Holiday, this accrual shall be used in accordance with Fire Department policy.

Civilian employees may be eligible to receive a Floating Holiday based on attendance for use during Fiscal Year 2014-2015 in accordance with Administrative Directive 4.4. Any Floating Holiday granted to civilian employees during this fiscal year that is not taken by October 1, 2015, will be forfeited.

The value of the Holiday shall be determined based on the employee's work schedule. If the employee works an 8 hour day, the Holiday will be paid or banked at 8 hours. For employees that work a 10 hour schedule, the Holiday will be paid or banked at 10 hours.

Individual departments may develop Alternate Holiday schedules for the fiscal year, to substitute for those listed above, to accommodate for workload demands. These schedules must be submitted to and approved by the Human Resources Department and the City Manager's Office prior to October 1, 2014.

City of San Antonio
Pay Plan FY 2015
as of 10/01/15

JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
84	311 Service Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
82	311 Service Representative	B-7	506	N	06A	Classified	\$28,708.42	\$38,944.88
2099	Accessibility Compliance Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2098	Accessibility Compliance Specialist	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
2220	Accountant	C-2	521	E	02A	Classified	\$34,239.92	\$51,360.14
873	Accountant I	C-1	520	E	02A	Classified	\$31,127.20	\$46,690.80
874	Accountant II	C-2	521	E	02A	Classified	\$34,239.92	\$51,360.14
2221	Accounting Clerk	B-5	504	N	06A	Classified	\$26,040.30	\$35,325.42
934	Accounts Payable Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2014	Accounts Payable Specialist I	B-4	503	N	06A	Classified	\$24,799.84	\$33,642.96
2020	Accounts Payable Specialist II	B-6	505	N	05A	Classified	\$27,341.86	\$37,091.34
2021	Accounts Payable Specialist III	B-9	508	N	05A	Classified	\$31,651.36	\$42,937.44
40	Administrative Assistant I	B-6	505	N	06A	Classified	\$27,341.86	\$37,091.34
41	Administrative Assistant II	B-8	507	N	05A	Classified	\$30,144.14	\$40,893.06
2063	Administrative Associate	B-2	501	N	06A	Classified	\$23,042.76	\$31,259.28
2244	Administrative Hearing Officer	C-9	528	E	02F	Unclassified	\$66,724.06	\$100,085.96
36	Administrative Services Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2105	Administrative Services Officer	D-6	537	E	01C	Unclassified	\$89,184.68	\$151,614.58
7980	Airport Facilities Superintendent	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
85	Airport Facilities Supervisor	A-9	508	E	08A	Classified	\$31,651.36	\$42,937.44
97	Airport Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
595	Airport Operations Agent	B-10	509	N	05B	Classified	\$33,234.76	\$45,085.30
35	Airport Operations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
34	Airport Operations Supervisor	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
804	Airport Parking Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
638	Airport Police Corporal	B-15	514	N	04C	Classified	\$42,416.40	\$57,541.12
631	Airport Police Lieutenant	B-19	518	N	04C	Classified	\$51,557.22	\$69,941.30
629	Airport Police Officer	B-13	512	N	04C	Classified	\$38,472.46	\$52,191.10
630	Airport Police Sergeant	B-17	516	N	04C	Classified	\$46,764.12	\$63,438.96
2023	Airport Police Training Sergeant	B-17	516	N	04C	Classified	\$46,764.12	\$63,438.96
98	Airport Properties & Development Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2275	Airport Property Agent	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2314	Airport Safety Analyst	C-7	526	E	02B	Classified	\$54,597.66	\$81,896.88
2313	Airport Safety Manager	D-4	535	E	01C	Unclassified	\$66,769.04	\$113,506.90
2153	Airport Security Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2208	Airport Security Supervisor	B-13	512	E	04D	Classified	\$38,472.46	\$52,191.10
612	Alarms Investigator	B-5	504	N	05B	Classified	\$26,040.30	\$35,325.42
226	Animal Care Attendant	A-3	502	N	08B	Classified	\$23,619.44	\$32,041.36
223	Animal Care Officer	A-8	507	N	04C	Classified	\$30,144.14	\$40,893.06
224	Animal Care Operations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2093	Animal Care Representative	A-7	506	N	08B	Classified	\$28,708.42	\$38,944.88
1034	Animal Care Services Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2111	Animal Care Specialist	B-9	508	N	05A	Classified	\$31,651.36	\$42,937.44
221	Animal Care Supervisor	A-14	513	N	04D	Classified	\$40,396.72	\$54,801.24
2117	Animal Cruelty Specialist	B-11	510	N	05B	Classified	\$34,896.16	\$47,339.24
4000	Applications Solutions Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4002	Applications Solutions Lead	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4001	Applications Solutions Senior Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4003	Applications Solutions Supervisor	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
124	Architect	C-8	527	E	02A	Unclassified	\$60,658.26	\$90,987.26
33	Archivist	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
620	Armorer	B-8	507	E	04C	Classified	\$30,144.14	\$40,893.06
7895	Asset Facilities Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1109	Assistant Animal Care Services Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1061	Assistant Aviation Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1043	Assistant Aviation Director for Finance & Administration	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
52	Assistant Capital Programs Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
1122	Assistant Center City Development Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
406	Assistant City Arborist	C-5	524	E	02B	Classified	\$45,573.32	\$68,359.98
66	Assistant City Attorney I	C-7	526	E	02F	Unclassified	\$55,143.66	\$82,715.88
63	Assistant City Attorney II	C-8	527	E	02F	Unclassified	\$60,658.26	\$90,987.26
65	Assistant City Attorney III	C-10	529	E	02F	Unclassified	\$73,396.44	\$110,094.66
55	Assistant City Attorney IV	C-11	530	E	02F	Unclassified	\$80,735.46	\$121,103.84
2025	Assistant City Clerk	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
141	Assistant City Engineer	D-6	537	E	01C	Unclassified	\$89,184.68	\$151,614.58
1032	Assistant City Manager	E-3	542	E	01A	Unclassified	\$131,178.06	\$262,356.64
1133	Assistant Communications & Public Affairs Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1059	Assistant Convention & Visitors Bureau Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1060	Assistant Convention, Sports & Entertainment Facilities Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
2340	Assistant Court Coordinator	B-10	509	N	06A	Classified	\$33,234.76	\$45,085.30
2202	Assistant Detention Center Manager	B-17	516	E	04C	Classified	\$46,764.12	\$63,438.96
1067	Assistant Development Services Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1041	Assistant Development Services Director/Plan Review	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
2257	Assistant Director - Pre-K Center	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
1110	Assistant Director for Downtown Operations	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1053	Assistant Director for Financial Services	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1070	Assistant Director for Human Resources	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1069	Assistant Director for Management & Budget	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1048	Assistant Economic Development Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1054	Assistant Economic Development Director for Special Projects	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
31	Assistant Emergency Management Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
1052	Assistant Finance Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
666	Assistant Fire Chief	Contract	Contract	E	02H	Contract	Contract	Contract
1050	Assistant Human Services Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1040	Assistant Information Services Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1128	Assistant Intergovernmental Relations Director	E-1	540	E	01C	Unclassified	\$79,253.72	\$158,506.92
1018	Assistant Library Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1085	Assistant Library Director for Public Services	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
50	Assistant Marketing Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
988	Assistant Multi-Service Center Supervisor	A-10	509	E	08A	Classified	\$33,234.76	\$45,085.30
1062	Assistant Parks & Recreation Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1064	Assistant Parks & Recreation Director for Programs	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
2169	Assistant Parks and Recreation Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2171	Assistant Parks and Recreation Manager-Parks Design	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
1113	Assistant Planning & Community Development Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
678	Assistant Police Chief	Contract	Contract	E	02I	Contract	Contract	Contract
1124	Assistant Police Director	E-1	540	E	01D	Unclassified	\$79,253.72	\$158,506.92
916	Assistant Program Coordinator	C-1	520	E	02D	Classified	\$31,127.20	\$46,690.80

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1042	Assistant Public Health Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1078	Assistant Public Utilities Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
801	Assistant Risk & Safety Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
908	Assistant Social Services Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
7300	Assistant Solid Waste District Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
1102	Assistant Solid Waste Management Director	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1071	Assistant to City Council	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1031	Assistant to City Manager	E-3	542	E	01A	Unclassified	\$131,178.06	\$262,356.64
1072	Assistant to Mayor	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
2227	Assistant to the Director	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1127	Asst Building & Equipment Svcs Director - Facilities Management	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1138	Asst Risk Management Director	E-1	540	E	01C	Unclassified	\$78,469.04	\$156,937.56
1134	Asst Transportation & Capital Improv Director	E-1	540	E	01C	Unclassified	\$78,469.04	\$156,937.56
1136	Asst Transportation & Capital Improv Director - Engineer	E-1	540	E	01C	Unclassified	\$78,469.04	\$156,937.56
2095	Audio Visual Production Supervisor	B-17	516	E	03D	Classified	\$46,764.12	\$63,438.96
7740	Audio Visual Technician	B-6	505	N	03B	Classified	\$27,341.86	\$37,091.34
655	Audio/Video Production Coordinator	B-13	512	N	03B	Classified	\$38,472.46	\$52,191.10
705	Audit Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
700	Auditor I	C-4	523	E	02L	Unclassified	\$41,430.74	\$62,145.46
702	Auditor II	C-6	525	E	02L	Unclassified	\$50,130.60	\$75,196.16
703	Auditor III	C-7	526	E	02L	Unclassified	\$55,143.66	\$82,715.88
704	Auditor IV	C-10	529	E	02L	Unclassified	\$73,396.44	\$110,094.66
2184	Automated Collection Services Trainer	A-9	508	N	07A	Classified	\$31,651.36	\$42,937.44
2245	Aviation Coordinator	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
1029	Aviation Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
4005	Backup/Storage System Administration Engineer	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4004	Backup/Storage System Administrator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2084	Bailiff	B-9	508	N	04C	Classified	\$31,651.36	\$42,937.44
2011	Banking Officer	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2288	Behavior Management Specialist	C-5	524	E	02D	Unclassified	\$45,573.32	\$68,359.98
7716	Bicycle Fleet Specialist	B-4	503	N	05B	Classified	\$24,799.84	\$33,642.96
932	Billing & Accts Receivable Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2024	Billing & Accts Receivable Specialist I	B-4	503	N	06A	Classified	\$24,799.84	\$33,642.96
2026	Billing & Accts Receivable Specialist II	B-7	506	N	06A	Classified	\$28,708.42	\$38,944.88
78	Booking & Services Coordinator	B-11	510	N	05A	Classified	\$34,896.16	\$47,339.24
79	Booking & Services Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
7899	Box Office Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2248	Box Office Supervisor	B-13	512	N	05E	Classified	\$38,472.46	\$52,191.10
7405	Brush Collection Crew Leader	A-9	508	N	08B	Classified	\$31,651.36	\$42,937.44
881	Budget & Management Analyst I	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2253	Budget & Management Analyst II	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2254	Budget & Management Analyst III	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
879	Budget Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2177	Budget Program Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
1125	Building and Equipment Services Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
547	Building Location Specialist	B-4	503	N	06B	Classified	\$24,799.84	\$33,642.96
7892	Building Maintenance Coordinator	A-15	514	E	08A	Classified	\$42,416.40	\$57,541.12
7891	Building Maintenance Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
7580	Building Maintenance Mechanic	A-4	503	N	07D	Classified	\$24,799.84	\$33,642.96

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
459	Building Maintenance Officer	A-8	507	E	07C	Classified	\$30,144.14	\$40,893.06
7920	Building Maintenance Supervisor	A-12	511	E	07C	Classified	\$36,641.02	\$49,706.54
4006	Business Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
4009	Business Intelligence Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4011	Business Intelligence Lead	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4010	Business Intelligence Senior Analyst	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
4012	Business Intelligence Supervisor	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
4089	Business Relationship Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2266	Cafeteria Assistant	A-1	500	N	08B	Unclassified	\$22,480.90	\$30,497.48
2267	Cafeteria Supervisor	A-6	505	N	08A	Unclassified	\$27,341.86	\$37,091.34
54	Capital Programs Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
155	Capital Projects Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
7679	Carpenter I	A-4	503	N	07A	Classified	\$24,799.84	\$33,642.96
7680	Carpenter II	A-6	505	N	07A	Classified	\$27,341.86	\$37,091.34
7610	Carpentry Supervisor	A-8	507	E	07C	Classified	\$30,144.14	\$40,893.06
2127	Carver Center Stage Coordinator	B-14	513	N	03A	Classified	\$40,396.72	\$54,801.24
940	Carver Cultural Center Executive Director	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
985	Case Aide	B-2	501	N	05D	Classified	\$23,042.76	\$31,259.28
802	Cashier	B-2	501	N	06A	Classified	\$23,042.76	\$31,259.28
1139	Center City Development Deputy Director	E-1	540	E	01C	Unclassified	\$78,469.04	\$156,937.56
1117	Center City Development Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
869	Central Stores Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
907	Chauffeur	A-3	502	N	08B	Classified	\$23,619.44	\$32,041.36
920	Chauffeur Services Supervisor	A-7	506	N	08A	Classified	\$28,708.42	\$38,944.88
2139	Chief Deputy Court Clerk	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
1129	Chief Executive Officer - Pre-K 4 SA	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
1121	Chief Financial Officer	E-3	542	E	01A	Unclassified	\$131,178.06	\$262,356.64
1055	Chief Human Resources Officer	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
8000	Chief Information Security Officer	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2235	Chief of Epidemiology	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1123	Chief of Staff	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
1039	Chief Technology Officer	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
205	Chief Veterinarian	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
987	Child & Family Therapist	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
990	Child Care Resource Specialist	C-1	520	E	02D	Classified	\$31,127.20	\$46,690.80
991	Child Care Services Supervisor	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
403	City Arborist	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2125	City Archeologist	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
118	City Architect	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1000	City Attorney	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
1015	City Clerk	Set by Council	Set By Council	E	01A	Council Appointed	Set By Council	Set By Council
951	City Forester	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
1028	City Internal Auditor	Set by Council	Set By Council	E	01A	Council Appointed	Set By Council	Set By Council
1022	City Manager	Set by Council	Set By Council	E	01A	Council Appointed	Set By Council	Set By Council
20	City Marshal	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2079	City Photographer	B-12	511	N	03A	Classified	\$36,641.02	\$49,706.54
2331	Claims Adjuster	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
2330	Claims Assistant	A-7	506	N	06A	Classified	\$28,708.42	\$38,944.88
2332	Claims Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
4014	Client Services Analyst	C-3	522	E	02B	Classified	\$37,663.60	\$56,495.92
4015	Client Services Supervisor	C-5	524	E	02B	Classified	\$45,573.32	\$68,359.98
4013	Client Services Technician	B-11	510	N	03B	Classified	\$34,896.16	\$47,339.24
506	Code Compliance Investigator	B-9	508	N	05B	Classified	\$31,651.36	\$42,937.44
2141	Code Enforcement Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2116	Code Enforcement Officer	B-10	509	N	05D	Classified	\$33,234.76	\$45,085.30
2119	Code Enforcement Supervisor	B-15	514	E	05E	Classified	\$42,416.40	\$57,541.12
2015	Collection Specialist I	B-5	504	N	06A	Classified	\$26,040.30	\$35,325.42
2016	Collection Specialist II	B-7	506	N	06A	Classified	\$28,708.42	\$38,944.88
903	Collections Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
530	Combination Inspector	A-12	511	N	07D	Classified	\$36,641.02	\$49,706.54
1009	Communications & Public Affairs Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
636	Communications Operator	B-4	503	N	06B	Classified	\$24,799.84	\$33,642.96
637	Communications Operator Supervisor	B-9	508	N	06B	Classified	\$31,651.36	\$42,937.44
442	Community Center Leader	B-6	505	N	05D	Classified	\$27,341.86	\$37,091.34
25	Community Link Service Representative	B-7	506	N	06A	Classified	\$28,708.42	\$38,944.88
2062	Community Services Specialist	C-2	521	E	02D	Classified	\$34,239.92	\$51,360.14
2054	Community Services Supervisor	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
891	Compliance & Resolution Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
749	Compliance & Resolution Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2028	Compliance & Resolution Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
2226	Compliance Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2297	Compliance Auditor	C-9	528	E	02L	Unclassified	\$66,724.06	\$100,085.96
2224	Compliance Lead Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2223	Compliance Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2225	Compliance Senior Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
7990	Concrete Finisher	A-5	504	N	07A	Classified	\$26,040.30	\$35,325.42
2274	Construction Contract Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
135	Construction Coordinator	C-3	522	E	02B	Classified	\$37,663.60	\$56,495.92
560	Construction Inspections Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
556	Construction Inspections Supervisor	A-19	518	E	07C	Classified	\$51,557.22	\$69,941.30
553	Construction Inspector I	A-7	506	N	07D	Classified	\$28,708.42	\$38,944.88
554	Construction Inspector II	A-11	510	N	07D	Classified	\$34,896.16	\$47,339.24
558	Construction Specialist I	A-13	512	E	07D	Classified	\$38,472.46	\$52,191.10
559	Construction Specialist II	A-14	513	E	07D	Classified	\$40,396.72	\$54,801.24
157	Contract Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
156	Contract Coordinator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
178	Contract Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
929	Contract Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
877	Controller	D-6	537	E	01C	Unclassified	\$89,184.68	\$151,614.58
1013	Convention & Visitors Bureau Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2163	Convention Facilities General Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1010	Convention, Sports & Entertainment Facilities Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
677	Court Interpreter	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
864	Court Reporter	B-11	510	N	06A	Classified	\$34,896.16	\$47,339.24
609	Crime Analyst	B-5	504	N	06A	Classified	\$26,040.30	\$35,325.42
2236	Crime Intelligence Analyst	C-4	523	E	02I	Classified	\$41,430.74	\$62,145.46
2238	Crime Intelligence and Analysis Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2237	Crime Intelligence Senior Analyst	C-7	526	E	02I	Classified	\$55,143.66	\$82,715.88

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
2004	Crime Scene Investigator I	B-11	510	N	04C	Classified	\$34,896.16	\$47,339.24
2005	Crime Scene Investigator II	B-12	511	N	04C	Classified	\$36,641.02	\$49,706.54
2006	Crime Scene Investigator III	B-14	513	N	04C	Classified	\$40,396.72	\$54,801.24
2087	Cultural Affairs Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
1019	Cultural Affairs Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
964	Cultural Center Supervisor	C-5	524	E	02D	Classified	\$45,573.32	\$68,359.98
2308	Cultural Historian	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
7561	Custodial Services Supervisor	A-7	506	E	08A	Classified	\$28,708.42	\$38,944.88
909	Customer Services Representative	B-2	501	N	06A	Classified	\$23,042.76	\$31,259.28
525	Customer Services Representative Supervisor	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
911	Customer Services Specialist	B-9	508	N	05D	Classified	\$31,651.36	\$42,937.44
4017	Customer Support Analyst	B-11	510	N	03A	Classified	\$34,896.16	\$47,339.24
4018	Customer Support Lead	B-14	513	N	03A	Classified	\$40,396.72	\$54,801.24
4019	Customer Support Supervisor	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4016	Customer Support Technician	B-9	508	N	03A	Classified	\$31,651.36	\$42,937.44
512	Dangerous Premises Officer	B-11	510	N	05D	Classified	\$34,896.16	\$47,339.24
825	Data Clerk Supervisor	B-10	509	N	06A	Classified	\$33,234.76	\$45,085.30
4020	Database Administration Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4021	Database Administrator	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
2012	Debt Officer	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2217	Department Accounting Supervisor	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
285	Department Facilities Coordinator	C-4	523	E	02B	Classified	\$41,430.74	\$62,145.46
826	Department Fiscal Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
608	Deputy Chief	Contract	Contract	E	02I	Contract	Contract	Contract
56	Deputy City Attorney	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1016	Deputy City Clerk	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
1021	Deputy City Manager	E-3	542	E	01A	Unclassified	\$131,178.06	\$262,356.64
13	Deputy City Marshal	B-13	512	N	04C	Classified	\$38,472.46	\$52,191.10
2185	Deputy Emergency Management Coordinator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
665	Deputy Fire Chief	Contract	Contract	E	02H	Contract	Contract	Contract
2271	Deputy Historic Preservation Officer	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
123	Design & Development Assistant	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
2142	Design Communications Coordinator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2040	Detention Center Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
628	Detention Officer	B-9	508	N	04C	Classified	\$31,651.36	\$42,937.44
656	Detention Supervisor	B-14	513	N	04C	Classified	\$40,396.72	\$54,801.24
2204	Development Services Business Administrator	D-5	536	E	01D	Unclassified	\$77,552.02	\$131,838.72
148	Development Services Engineer	D-6	537	E	01C	Unclassified	\$89,184.68	\$151,614.58
2250	Development Services Inspections Supervisor	A-19	518	E	07C	Classified	\$51,557.22	\$69,941.30
2033	Development Services Inspector	A-11	510	N	07A	Classified	\$34,896.16	\$47,339.24
516	Development Services Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2296	Development Services Policy Administrator	D-4	535	E	01B	Unclassified	\$67,436.72	\$114,642.06
523	Development Services Representative	B-3	502	N	05B	Classified	\$23,619.44	\$32,041.36
531	Development Services Specialist	B-9	508	N	05A	Classified	\$31,651.36	\$42,937.44
533	Development Services Specialist Supervisor	B-13	512	E	05E	Classified	\$38,472.46	\$52,191.10
1130	Director - Pre-K Center	E-1	540	E	01A	Unclassified	\$79,253.72	\$158,506.92
158	Director of Historic Preservation	E-1	540	E	01A	Unclassified	\$79,253.72	\$158,506.92
1132	Director of Professional Development	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
935	Disbursements & Receivables Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
615	Dispatcher	B-6	505	N	06B	Classified	\$27,341.86	\$37,091.34
610	Dispatching Supervisor	B-9	508	N	06C	Classified	\$31,651.36	\$42,937.44
664	District Fire Chief	Contract	Contract	E	02H	Contract	Contract	Contract
7898	Dome Facilities Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2035	Downtown Operations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
497	Downtown Operations Superintendent	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
1135	EastPoint Administrator	E-1	540	E	01C	Unclassified	\$78,469.04	\$156,937.56
925	Economic Development Coordinator	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
1012	Economic Development Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
926	Economic Development Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
924	Economic Development Specialist	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
2092	Education Coordinator	C-2	521	E	02B	Classified	\$34,239.92	\$51,360.14
2228	Education Policy & Services Administrator	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
7700	Electrical Supervisor	A-17	516	E	07C	Classified	\$46,764.12	\$63,438.96
7690	Electrician	A-7	506	N	07A	Classified	\$28,708.42	\$38,944.88
7910	Electrician Helper	A-5	504	N	07B	Classified	\$26,040.30	\$35,325.42
7176	Electronic Technician	B-8	507	N	03B	Classified	\$30,144.14	\$40,893.06
7178	Electronic Technician Supervisor	B-12	511	E	03B	Classified	\$36,641.02	\$49,706.54
30	Emergency Management Specialist	C-1	520	E	02A	Classified	\$31,127.20	\$46,690.80
2090	Emergency Vehicle Equipment Technician	A-9	508	N	07A	Classified	\$31,651.36	\$42,937.44
860	Employee Benefits Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2039	Employee Benefits Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
861	Employee Benefits Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2287	Employee Relations Business Partner	C-6	525	E	02A	Unclassified	\$50,130.60	\$75,196.16
2285	Employee Relations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
140	Engineer	C-8	527	E	02E	Unclassified	\$60,658.26	\$90,987.26
139	Engineering Associate	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
131	Engineering Technician	B-9	508	N	03B	Classified	\$31,651.36	\$42,937.44
4023	Enterprise GIS Solutions Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4025	Enterprise GIS Solutions Lead	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4024	Enterprise GIS Solutions Senior Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4026	Enterprise GIS Solutions Supervisor	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
4033	Enterprise IT Architect	C-12	531	E	02A	Classified	\$88,810.02	\$133,214.12
2072	Environmental Compliance Technician	B-6	505	N	03B	Classified	\$27,341.86	\$37,091.34
2085	Environmental Policy Manager	E-1	540	E	01A	Unclassified	\$79,253.72	\$158,506.92
2121	Environmental Services Coordinator	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
137	Environmental Services Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
251	Epidemiologist	C-4	523	E	02C	Classified	\$41,430.74	\$62,145.46
252	Epidemiology Program Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2053	Equipment Operator	A-5	504	N	07D	Classified	\$26,040.30	\$35,325.42
7160	Equipment Technician	A-9	508	N	07A	Classified	\$31,651.36	\$42,937.44
77	Events Services Coordinator	B-11	510	N	05A	Classified	\$34,896.16	\$47,339.24
7900	Events Services Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
39	Executive Assistant	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2210	Executive Assistant to City Manager	D-3	534	E	01C	Classified	\$58,640.92	\$99,689.20
2242	Executive Assistant to Mayor	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2249	Executive Legal Assistant	C-7	526	E	02A	Unclassified	\$55,143.66	\$82,715.88
1076	Executive Secretary	B-9	508	N	06A	Unclassified	\$31,651.36	\$42,937.44
1075	Executive Secretary to the City Manager	B-16	515	N	06A	Unclassified	\$44,537.22	\$60,418.28

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
1094	Executive Secretary to the Mayor	B-16	515	N	06A	Unclassified	\$44,537.22	\$60,418.28
7893	Facilities Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
23	Facilities Operations Coordinator	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
2268	Family Specialist	C-7	526	E	02D	Unclassified	\$55,143.66	\$82,715.88
2290	Family Support Coordinator	C-6	525	E	02D	Unclassified	\$50,130.60	\$75,196.16
2289	Family Support Supervisor	C-4	523	E	02D	Unclassified	\$41,430.74	\$62,145.46
2283	Family Support Worker	C-2	521	E	02D	Unclassified	\$34,239.92	\$51,360.14
2213	Field Operations Inspector	A-8	507	N	07A	Classified	\$30,144.14	\$40,893.06
1001	Finance Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2017	Financial Accountant I	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
2018	Financial Accountant II	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2019	Financial Accountant III	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
895	Financial Management Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
748	Financial Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
834	Financial Operations Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2032	Financial Operations Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2278	Financial Operations Coordinator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2277	Financial Operations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2252	Financial Operations Specialist	B-11	510	N	05A	Classified	\$34,896.16	\$47,339.24
938	Financial Reporting Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
639	Fingerprint Classifier	B-3	502	N	03B	Classified	\$23,619.44	\$32,041.36
663	Fire Captain	Contract	Contract	E	02H	Contract	Contract	Contract
1003	Fire Chief	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
661	Fire Engineer	Contract	Contract	N	04A	Contract	Contract	Contract
662	Fire Lieutenant	Contract	Contract	N	02H	Contract	Contract	Contract
669	Fire Protection Engineer	C-8	527	E	02E	Unclassified	\$60,658.26	\$90,987.26
668	Fire Protection Engineering Associate	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
7161	Fire Protection Equipment Technician	A-12	511	N	07A	Classified	\$36,641.02	\$49,706.54
672	Fire Protection Specialist	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
660	Firefighter	Contract	Contract	N	04A	Contract	Contract	Contract
659	Firefighter (Probationary)	Contract	Contract	N	04A	Contract	Contract	Contract
658	Firefighter Trainee	301	301	N	04C	Classified	\$28,428.00	\$28,428.00
1044	First Assistant City Attorney	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
2218	Fiscal Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2216	Fiscal Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
892	Fiscal Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
2112	Fiscal Operations Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
850	Fiscal Operations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
7714	Fleet Acquisitions Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
7718	Fleet Acquisitions Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
7717	Fleet Maintenance & Equipment Service Advisor	A-11	510	N	07D	Classified	\$34,896.16	\$47,339.24
7422	Fleet Maintenance & Equipment Superintendent	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
2057	Fleet Maintenance & Equipment Supervisor	A-12	511	E	07C	Classified	\$36,641.02	\$49,706.54
7970	Fleet Maintenance Superintendent	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
7770	Fleet Maintenance Technician I	A-5	504	N	07A	Classified	\$26,040.30	\$35,325.42
7790	Fleet Maintenance Technician II	A-8	507	N	07A	Classified	\$30,144.14	\$40,893.06
7722	Fleet Operations Coordinator	C-3	522	E	02B	Classified	\$37,663.60	\$56,495.92
7720	Fleet Operations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
7715	Fleet Services Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
7723	Fuel Services Coordinator	B-10	509	N	05A	Classified	\$33,234.76	\$45,085.30
2043	Gardener	A-2	501	N	08B	Classified	\$23,042.76	\$31,259.28
936	General Ledger Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
4027	GIS Data Analyst	B-12	511	N	03A	Classified	\$36,641.02	\$49,706.54
4029	GIS Data Lead	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4028	GIS Data Senior Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
4030	GIS Data Supervisor	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
2132	Grants Administrator	E-1	540	E	01B	Unclassified	\$79,253.72	\$158,506.92
844	Grants Management Officer	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
2239	Grants Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
127	Graphics Designer	B-12	511	E	03A	Classified	\$36,641.02	\$49,706.54
2187	Head Start Program Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
206	Health Program Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
282	Health Program Specialist	C-1	520	E	02C	Classified	\$31,127.20	\$46,690.80
863	Hearing Officer	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2212	Helicopter Maintenance Supervisor	A-18	517	E	07C	Classified	\$49,101.78	\$66,610.44
7180	Helicopter Mechanic	A-15	514	N	07A	Classified	\$42,416.40	\$57,541.12
503	Historical Building Enforcement Officer	B-12	511	N	05B	Classified	\$36,641.02	\$49,706.54
2044	Horticulturist	C-2	521	E	02B	Classified	\$34,239.92	\$51,360.14
979	Housing Loan Coordinator	C-4	523	E	02D	Classified	\$41,430.74	\$62,145.46
978	Housing Loan Officer	C-2	521	E	02D	Classified	\$34,239.92	\$51,360.14
68	Human Resources Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
76	Human Resources Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
1140	Human Resources Deputy Director	E-1	540	E	01C	Unclassified	\$78,469.04	\$156,937.56
101	Human Resources Project Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
88	Human Resources Specialist	B-11	510	N	05A	Classified	\$34,896.16	\$47,339.24
1030	Human Services Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
7616	HVAC Superintendent	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
7630	HVAC Technician I	A-5	504	N	07A	Classified	\$26,040.30	\$35,325.42
7650	HVAC Technician II	A-9	508	N	07A	Classified	\$31,651.36	\$42,937.44
7070	HVAC Technician Supervisor	A-11	510	E	07A	Classified	\$34,896.16	\$47,339.24
706	Information Technology Auditor I	C-4	523	E	02A	Unclassified	\$41,430.74	\$62,145.46
708	Information Technology Auditor II	C-6	525	E	02A	Unclassified	\$50,130.60	\$75,196.16
709	Information Technology Auditor III	C-10	529	E	02A	Unclassified	\$73,396.44	\$110,094.66
710	Information Technology Auditor IV	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2097	Information Technology Portfolio Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
1082	Intergovernmental Relations Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
53	Intergovernmental Relations Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
947	International Affairs Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
950	International Affairs Specialist	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
74	International Visitor Representative	B-5	504	N	06A	Classified	\$26,040.30	\$35,325.42
2022	Investment Officer	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2168	Irrigation Systems Supervisor	A-9	508	N	07C	Classified	\$31,651.36	\$42,937.44
4031	IT Architect	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
4034	IT Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
4036	IT Security Analyst	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
4037	IT Security Lead	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
4038	IT Security Supervisor	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
1024	Judge	Set by Council	Set By Council	E	01E	Council Appointed	Set By Council	Set By Council

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
2164	Juvenile Case Manager Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2333	Juvenile Case Manager Aide	B-10	509	N	05A	Classified	\$33,234.76	\$45,085.30
2310	Juvenile Case Manager Attorney	C-7	526	E	02F	Unclassified	\$55,143.66	\$82,715.88
2307	Juvenile Case Manager Counselor	C-7	526	E	02D	Unclassified	\$55,143.66	\$82,715.88
2160	Juvenile Court Case Manager	C-2	521	E	02A	Classified	\$34,239.92	\$51,360.14
2303	Juvenile Intake Agent	B-9	508	N	06A	Classified	\$31,338.06	\$42,512.60
1131	Labor Relations Administrator	E-1	540	E	01C	Unclassified	\$79,253.72	\$158,506.92
234	Laboratory Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
232	Laboratory Technician II	B-7	506	N	03C	Classified	\$28,708.42	\$38,944.88
215	Laboratory Technologist I	C-1	520	E	02C	Classified	\$31,127.20	\$46,690.80
216	Laboratory Technologist II	C-2	521	E	02C	Classified	\$34,239.92	\$51,360.14
494	Landscape Architect	C-6	525	E	02D	Unclassified	\$50,130.60	\$75,196.16
134	Landscape Irrigator	A-4	503	N	07D	Classified	\$24,799.84	\$33,642.96
642	Latent Fingerprint Examiner	B-9	508	N	04C	Classified	\$31,651.36	\$42,937.44
4008	Lead Business Analyst	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
2286	Lead Employee Relations Business Partner	C-7	526	E	02A	Unclassified	\$55,143.66	\$82,715.88
4032	Lead IT Architect	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
7991	Lead Veterinary Technician	B-11	510	N	03C	Classified	\$34,896.16	\$47,339.24
57	Legal Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
93	Legal Secretary	B-8	507	N	06A	Classified	\$30,144.14	\$40,893.06
954	Librarian I	C-3	522	E	02G	Classified	\$37,663.60	\$56,495.92
955	Librarian II	C-4	523	E	02G	Classified	\$41,430.74	\$62,145.46
956	Librarian III	C-5	524	E	02G	Classified	\$45,573.32	\$68,359.98
963	Librarian IV	C-6	525	E	02G	Classified	\$50,130.60	\$75,196.16
953	Library Aide	B-1	500	N	06B	Unclassified	\$22,480.90	\$30,497.48
2073	Library Assistant	B-9	508	N	05A	Classified	\$31,651.36	\$42,937.44
2074	Library Circulation Attendant	B-3	502	N	06B	Classified	\$23,619.44	\$32,041.36
1017	Library Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
957	Library Services Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2309	Library Services Specialist	C-3	522	E	02A	Classified	\$37,290.76	\$55,936.66
267	Licensed Vocational Nurse	B-9	508	N	03C	Classified	\$31,651.36	\$42,937.44
432	Lifeguard	A-1	500	N	08B	Classified	\$22,480.90	\$30,497.48
4039	Mainframe Application Solutions Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4041	Mainframe Applications Solutions Lead	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4040	Mainframe Applications Solutions Senior Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4042	Mainframe Applications Solutions Supervisor	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
4044	Mainframe System Administration Engineer	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
4043	Mainframe System Administrator	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
7040	Maintenance Crew Leader	A-4	503	N	08A	Classified	\$24,799.84	\$33,642.96
2045	Maintenance Crew Leader II	A-6	505	N	08A	Classified	\$27,341.86	\$37,091.34
7689	Maintenance Electrician	A-6	505	N	07A	Classified	\$27,341.86	\$37,091.34
7579	Maintenance Worker	A-1	500	N	08B	Classified	\$22,480.90	\$30,497.48
1068	Management & Budget Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
46	Management Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
45	Management Assistant	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
949	Management Intern	C-5	524	E	02A	Unclassified	\$45,573.32	\$68,359.98
37	Marketing Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
945	Marketing Specialist	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
2262	Master Data Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46

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2263	Master Data Senior Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
7800	Master Fleet Maintenance Tech	A-11	510	N	07A	Classified	\$34,896.16	\$47,339.24
2258	Master Teacher	C-8	527	E	02A	Unclassified	\$60,658.26	\$90,987.26
2051	Mechanic II	A-5	504	N	07A	Classified	\$26,040.30	\$35,325.42
2152	Media Relations Manager	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2240	Medical Director	D-6	537	E	01C	Unclassified	\$89,184.68	\$151,614.58
2143	Merchandising Associate	B-5	504	N	05A	Classified	\$26,040.30	\$35,325.42
4046	Messaging System Administration Engineer	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4045	Messaging System Administrator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
1105	Military Affairs Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2255	Mobility Services Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
960	Multi-Service Center Supervisor	A-14	513	E	08A	Classified	\$40,396.72	\$54,801.24
2329	Municipal Court Accounting Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
692	Municipal Court Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
1098	Municipal Court Clerk	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2138	Municipal Court Coordinator	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2037	Municipal Court Legal Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
699	Municipal Court Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2292	Municipal Court of Record Clerk	B-9	508	N	06A	Classified	\$31,651.36	\$42,937.44
59	Municipal Integrity Investigator	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
454	Nature Preserve Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
846	Neighborhood Renewal Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
517	Neighborhood Services Coordinator	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2170	Neighborhood Services Supervisor	A-8	507	E	08A	Classified	\$30,144.14	\$40,893.06
4048	Network Administrator	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4047	Network Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
4049	Network Engineer	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
243	Nurse Practitioner	C-8	527	E	02J	Classified	\$60,658.26	\$90,987.26
984	Nutrition Site Supervisor	B-5	504	N	05D	Classified	\$26,040.30	\$35,325.42
286	Nutritionist	C-2	521	E	02C	Classified	\$34,239.92	\$51,360.14
2046	Painter	A-6	505	N	07A	Classified	\$27,341.86	\$37,091.34
15	Paralegal	B-11	510	N	05A	Classified	\$34,896.16	\$47,339.24
2133	Park Community Service Liaison	B-8	507	N	05D	Classified	\$30,144.14	\$40,893.06
2134	Park Community Service Liaison Supervisor	B-11	510	N	05E	Classified	\$34,896.16	\$47,339.24
673	Park Police Captain	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2150	Park Police Commander	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
622	Park Police Lieutenant	B-19	518	N	04C	Classified	\$51,557.22	\$69,941.30
626	Park Police Officer	B-13	512	N	04C	Classified	\$38,472.46	\$52,191.10
625	Park Police Sergeant	B-17	516	N	04C	Classified	\$46,764.12	\$63,438.96
810	Parking Attendant	B-2	501	N	06B	Classified	\$23,042.76	\$31,259.28
670	Parking Enforcement Officer	B-3	502	N	05B	Classified	\$23,619.44	\$32,041.36
675	Parking Enforcement Supervisor	B-7	506	E	05B	Classified	\$28,708.42	\$38,944.88
7940	Parking Meter Technician	B-2	501	N	03B	Classified	\$23,042.76	\$31,259.28
7960	Parking Meter Technician Supervisor	B-5	504	N	03D	Classified	\$26,040.30	\$35,325.42
676	Parking Operations & Enforcement Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
805	Parking Superintendent	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
806	Parking Supervisor	B-7	506	E	05B	Classified	\$28,708.42	\$38,944.88
1006	Parks & Recreation Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2172	Parks and Recreation Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06

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418	Parks Construction Supervisor	A-9	508	E	07C	Classified	\$31,651.36	\$42,937.44
499	Parks Naturalist	C-2	521	E	02B	Classified	\$34,239.92	\$51,360.14
409	Parks Operations Supervisor	A-15	514	E	08A	Classified	\$42,416.40	\$57,541.12
904	Payroll Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2029	Payroll Specialist I	B-8	507	N	06A	Classified	\$30,144.14	\$40,893.06
2030	Payroll Specialist II	B-11	510	N	06A	Classified	\$34,896.16	\$47,339.24
222	Peer Counselor	B-2	501	N	05C	Classified	\$23,042.76	\$31,259.28
48	Performance & Management Specialist	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
644	Personnel Investigator	B-6	505	N	05A	Classified	\$27,341.86	\$37,091.34
640	Photographer	B-10	509	N	03A	Classified	\$33,234.76	\$45,085.30
160	Planner	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
1008	Planning & Community Development Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
1011	Planning & Development Services Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2206	Planning Coordinator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
162	Planning Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
573	Plans Coordinator	B-11	510	N	03A	Classified	\$34,896.16	\$47,339.24
577	Plans Examiner I	B-7	506	N	03A	Classified	\$28,708.42	\$38,944.88
575	Plans Examiner II	B-11	510	N	03A	Classified	\$34,896.16	\$47,339.24
2243	Plans Examiner Supervisor	B-19	518	E	05E	Classified	\$51,557.22	\$69,941.30
7710	Plumber	A-7	506	N	07A	Classified	\$28,708.42	\$38,944.88
7780	Plumber Helper	A-5	504	N	07B	Classified	\$26,040.30	\$35,325.42
7640	Plumbing Supervisor	A-17	516	E	07C	Classified	\$46,764.12	\$63,438.96
698	Police Administration & Records Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
602	Police Cadet	304	304	N	04C	Classified	\$28,428.00	\$28,428.00
606	Police Captain	Contract	Contract	E	02I	Contract	Contract	Contract
1002	Police Chief	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
2311	Police Communications Assistant Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
641	Police Communications Call Taker	B-9	508	N	06B	Classified	\$31,651.36	\$42,937.44
616	Police Communications Dispatcher	B-12	511	N	06B	Classified	\$36,641.02	\$49,706.54
2082	Police Communications Expediter	B-10	509	N	06B	Classified	\$33,234.76	\$45,085.30
2233	Police Communications Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
81	Police Communications Supervisor	B-13	512	N	06B	Classified	\$38,472.46	\$52,191.10
2300	Police Court Liaison	B-2	501	N	06B	Classified	\$22,814.74	\$30,949.62
603	Police Detective Investigator	Contract	Contract	N	04B	Contract	Contract	Contract
2301	Police Fleet Service Agent	B-2	501	N	04C	Classified	\$22,814.74	\$30,949.62
605	Police Lieutenant	Contract	Contract	E	02I	Contract	Contract	Contract
600	Police Officer	Contract	Contract	N	04B	Contract	Contract	Contract
601	Police Officer (Probationary)	Contract	Contract	N	04B	Contract	Contract	Contract
604	Police Sergeant	Contract	Contract	E	04B	Contract	Contract	Contract
657	Police Services Agent	B-2	501	N	04C	Classified	\$23,042.76	\$31,259.28
633	Police Services Officer	304	304	N	04B	Classified	Contract	Contract
653	Police Services Supervisor	B-11	510	E	04C	Classified	\$34,896.16	\$47,339.24
1023	Presiding Judge	Set by Council	Set By Council	E	01E	Council Appointed	Set By Council	Set By Council
2205	Principal Planner	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
2052	Printer	A-5	504	N	07A	Classified	\$26,040.30	\$35,325.42
2193	Procurement Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2192	Procurement Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2189	Procurement Specialist I	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2190	Procurement Specialist II	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98

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2191	Procurement Specialist III	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2276	Professional Development Coach	C-9	528	E	02A	Unclassified	\$66,724.06	\$100,085.96
914	Program Counselor	B-4	503	N	05D	Classified	\$24,799.84	\$33,642.96
918	Program Manager	C-4	523	E	02D	Classified	\$41,430.74	\$62,145.46
154	Project Control Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2130	Project Management Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2128	Project Manager	C-7	526	E	02A	Unclassified	\$55,143.66	\$82,715.88
2304	Property Control Agent I	B-5	504	N	06B	Classified	\$25,782.38	\$34,975.98
2305	Property Control Agent II	B-9	508	N	06B	Classified	\$31,338.06	\$42,512.60
2306	Property Control Agent III	B-12	511	N	06B	Classified	\$36,278.32	\$49,214.62
19	Property Room Supervisor	B-15	514	E	06C	Classified	\$42,416.40	\$57,541.12
264	Psychologist	C-9	528	E	02A	Unclassified	\$66,724.06	\$100,085.96
2131	Public Art Specialist	C-2	521	E	02A	Classified	\$34,239.92	\$51,360.14
2207	Public Arts Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
239	Public Health Aide	B-2	501	N	05C	Classified	\$23,042.76	\$31,259.28
1005	Public Health Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
246	Public Health Nurse	C-4	523	E	02J	Classified	\$41,430.74	\$62,145.46
247	Public Health Nursing Supervisor	C-6	525	E	02J	Classified	\$50,130.60	\$75,196.16
71	Public Information Officer	C-3	522	E	02D	Classified	\$37,663.60	\$56,495.92
80	Public Relations Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2064	Public Service Associate	B-2	501	N	06B	Classified	\$23,042.76	\$31,259.28
2042	Public Service Attendant	A-1	500	N	08B	Classified	\$22,480.90	\$30,497.48
2056	Public Service Attendant Supervisor	A-4	503	N	08A	Classified	\$24,799.84	\$33,642.96
2203	Public Utilities Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
840	Public Utilities Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2215	Public Works Operations Lead	A-9	508	N	07A	Classified	\$31,651.36	\$42,937.44
7261	Public Works Operations Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
7250	Public Works Operations Superintendent	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2214	Public Works Operations Supervisor	A-11	510	E	07A	Classified	\$34,896.16	\$47,339.24
7600	Pump Mechanic Supervisor	A-7	506	E	07C	Classified	\$28,708.42	\$38,944.88
4051	Radio Services Analyst	C-2	521	E	02B	Classified	\$34,239.92	\$51,360.14
4052	Radio Services Engineer	C-7	526	E	02B	Classified	\$55,143.66	\$82,715.88
4053	Radio Services Supervisor	C-4	523	E	02B	Classified	\$41,430.74	\$62,145.46
4050	Radio Services Technician	B-9	508	N	05B	Classified	\$31,651.36	\$42,937.44
182	Rate Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
149	Real Estate Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
151	Real Estate Specialist	C-2	521	E	02B	Classified	\$34,239.92	\$51,360.14
126	Real Estate Supervisor	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
7	Records Supervisor	B-6	505	E	06B	Classified	\$27,341.86	\$37,091.34
431	Recreation Assistant	A-1	500	N	08B	Classified	\$22,480.90	\$30,497.48
2066	Recreation Coordinator	Temp	401	E	05D	Temporary	\$20,292.00	\$27,528.00
2173	Recreation Instructor	C-1	520	E	02D	Classified	\$31,127.20	\$46,690.80
450	Recreation Specialist	B-4	503	N	05D	Classified	\$24,799.84	\$33,642.96
2174	Recreation Supervisor	B-10	509	E	05D	Classified	\$33,234.76	\$45,085.30
2234	Redevelopment Officer	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
288	Registered Dietician	C-4	523	E	02C	Classified	\$41,430.74	\$62,145.46
2107	Rescue-Foster Coordinator	B-9	508	N	05D	Classified	\$31,651.36	\$42,937.44
858	Risk & Safety Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2001	Risk Analyst	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92

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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
2334	Safety Coordinator	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
91	Safety Specialist	C-1	520	E	02A	Classified	\$31,127.20	\$46,690.80
2335	Safety Supervisor	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
51	Sales & Marketing Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2144	Sales Manager	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
200	Sanitarian I	B-12	511	N	05C	Classified	\$36,641.02	\$49,706.54
202	Sanitarian II	B-15	514	N	05C	Classified	\$42,416.40	\$57,541.12
203	Sanitarian Services Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
4054	SAP Basis Administrator	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
4056	SAP Business Solutions Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4058	SAP Business Solutions Lead	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
4057	SAP Business Solutions Senior Analyst	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4059	SAP Business Solutions Supervisor	C-11	530	E	02A	Classified	\$80,735.46	\$121,103.84
4060	SAP Development Analyst	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4062	SAP Development Lead	C-11	530	E	02A	Classified	\$80,735.46	\$121,103.84
4061	SAP Development Senior Analyst	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
4063	SAP Development Supervisor	C-12	531	E	02A	Classified	\$88,810.02	\$133,214.12
623	School Crossing Guard	A-1	500	N	08B	Unclassified	\$22,480.90	\$30,497.48
624	School Crossing Guard Supervisor	A-4	503	N	08A	Classified	\$24,799.84	\$33,642.96
2270	School Nurse	C-6	525	E	02J	Unclassified	\$50,130.60	\$75,196.16
651	Security Guard Chief	B-9	508	E	04C	Classified	\$31,651.36	\$42,937.44
634	Security Guard I	B-2	501	N	04C	Classified	\$23,042.76	\$31,259.28
635	Security Guard II	B-4	503	N	04C	Classified	\$24,799.84	\$33,642.96
2219	Senior Accountant	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
42	Senior Administrative Assistant	C-2	521	E	02A	Classified	\$34,239.92	\$51,360.14
2123	Senior Architect	C-9	528	E	02A	Unclassified	\$66,724.06	\$100,085.96
7743	Senior Audio Visual Technician	B-8	507	N	03B	Classified	\$30,144.14	\$40,893.06
7590	Senior Building Maintenance Mechanic	A-5	504	N	07D	Classified	\$26,040.30	\$35,325.42
7890	Senior Building Maintenance Supervisor	A-16	515	E	08A	Classified	\$44,537.22	\$60,418.28
4007	Senior Business Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
803	Senior Cashier	B-4	503	N	06A	Classified	\$24,799.84	\$33,642.96
975	Senior Circulation Attendant	B-4	503	N	06B	Classified	\$24,799.84	\$33,642.96
2077	Senior Code Enforcement Officer	B-12	511	N	05D	Classified	\$36,641.02	\$49,706.54
555	Senior Construction Inspector	A-15	514	N	07D	Classified	\$42,416.40	\$57,541.12
645	Senior Crime Analyst	B-9	508	N	06A	Classified	\$31,651.36	\$42,937.44
2007	Senior Crime Scene Investigator	B-16	515	N	04C	Classified	\$44,537.22	\$60,418.28
910	Senior Customer Service Representative	B-4	503	N	06A	Classified	\$24,799.84	\$33,642.96
4022	Senior Database Administrator	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
2201	Senior Deputy City Marshal	B-17	516	N	04C	Classified	\$46,764.12	\$63,438.96
2251	Senior Development Services Inspector	A-15	514	N	07A	Classified	\$42,416.40	\$57,541.12
2088	Senior Development Services Representative	B-4	503	N	05B	Classified	\$24,799.84	\$33,642.96
532	Senior Development Services Specialist	B-12	511	N	05A	Classified	\$36,641.02	\$49,706.54
923	Senior Economic Development Specialist	C-6	525	E	02D	Classified	\$50,130.60	\$75,196.16
7450	Senior Electrician	A-9	508	N	07A	Classified	\$31,651.36	\$42,937.44
7177	Senior Electronic Technician	B-10	509	N	03B	Classified	\$33,234.76	\$45,085.30
142	Senior Engineer	D-5	536	E	02E	Unclassified	\$77,552.02	\$131,838.72
143	Senior Engineering Associate	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
132	Senior Engineering Technician	B-12	511	N	03B	Classified	\$36,641.02	\$49,706.54
237	Senior Environmental Protection Officer	C-4	523	E	02C	Classified	\$41,430.74	\$62,145.46

City of San Antonio
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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
7420	Senior Equipment Operator	A-7	506	N	07D	Classified	\$28,708.42	\$38,944.88
177	Senior Events Services Coordinator	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
1066	Senior Executive Secretary	B-11	510	N	06A	Unclassified	\$34,896.16	\$47,339.24
667	Senior Fire Protection Engineer	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
489	Senior Horticulturist	C-3	522	E	02B	Classified	\$37,663.60	\$56,495.92
830	Senior Human Resources Administrator	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
100	Senior Human Resources Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
438	Senior Human Resources Specialist	B-13	512	N	05A	Classified	\$38,472.46	\$52,191.10
7620	Senior HVAC Technician	A-10	509	N	07A	Classified	\$33,234.76	\$45,085.30
2078	Senior International Affairs Specialist	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4035	Senior IT Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
2161	Senior Juvenile Court Case Manager	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
999	Senior Management Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
997	Senior Management Coordinator	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
2293	Senior Muncipal Court of Record Clerk	B-13	512	N	06A	Classified	\$38,472.46	\$52,191.10
9	Senior Office Assistant	B-2	501	N	06A	Classified	\$23,042.76	\$31,259.28
58	Senior Performance & Management Specialist	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
161	Senior Planner	C-5	524	E	02D	Classified	\$45,573.32	\$68,359.98
576	Senior Plans Examiner	B-15	514	N	03A	Classified	\$42,416.40	\$57,541.12
2302	Senior Police Fleet Service Agent	B-9	508	N	04C	Classified	\$31,338.06	\$42,512.60
652	Senior Police Services Agent	B-9	508	N	04C	Classified	\$31,651.36	\$42,937.44
912	Senior Project Management Specialist	C-1	520	E	02D	Classified	\$31,127.20	\$46,690.80
2129	Senior Project Manager	C-9	528	E	02A	Unclassified	\$66,724.06	\$100,085.96
244	Senior Public Health Nurse	C-5	524	E	02J	Classified	\$45,573.32	\$68,359.98
261	Senior Public Health Physician	C-12	531	E	02K	Unclassified	\$88,810.02	\$133,214.12
73	Senior Public Information Officer	C-5	524	E	02D	Classified	\$45,573.32	\$68,359.98
2065	Senior Public Service Associate	B-4	503	N	06B	Classified	\$24,799.84	\$33,642.96
2264	Senior Rate Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
125	Senior Real Estate Specialist	C-5	524	E	02B	Classified	\$45,573.32	\$68,359.98
849	Senior Records Technician	B-2	501	N	06A	Classified	\$23,042.76	\$31,259.28
833	Senior Risk Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
2122	Senior Sales Manager	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
204	Senior Sanitarian	B-17	516	E	05E	Classified	\$46,764.12	\$63,438.96
4055	Senior SAP Basis Administrator	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
2135	Senior Services Manager	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
95	Senior Special Projects Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2069	Senior Stock Clerk	B-3	502	N	06B	Classified	\$23,619.44	\$32,041.36
2295	Senior Warrant Officer	B-13	512	N	04C	Classified	\$38,472.46	\$52,191.10
87	Services & Supply Superintendent	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
2145	Services Manager	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
7012	Side Loader Equipment Operator	A-7	506	N	07D	Classified	\$28,708.42	\$38,944.88
119	Sign Fabricator	A-6	505	N	07A	Classified	\$27,341.86	\$37,091.34
906	Social Services Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
7280	Solid Waste Collection Route Supervisor	A-12	511	E	08A	Classified	\$36,641.02	\$49,706.54
7011	Solid Waste Collection Truck Driver	A-4	503	N	08B	Classified	\$24,799.84	\$33,642.96
7010	Solid Waste Collection Worker	A-3	502	N	08B	Classified	\$23,619.44	\$32,041.36
7271	Solid Waste District Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
1087	Solid Waste Management Director	E-2	541	E	01A	Unclassified	\$98,383.74	\$196,766.96
7265	Solid Waste Manager	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06

City of San Antonio
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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
7272	Solid Waste Recycling Coordinator	C-2	521	E	02A	Classified	\$34,239.92	\$51,360.14
7013	Solid Waste Route Inspector	B-6	505	N	05A	Classified	\$27,341.86	\$37,091.34
47	Special Activities Coordinator	B-11	510	N	05A	Classified	\$34,896.16	\$47,339.24
471	Special Programs Supervisor	C-1	520	E	02D	Classified	\$31,127.20	\$46,690.80
866	Special Projects Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
7741	Stage Manager	B-8	507	N	03D	Classified	\$30,144.14	\$40,893.06
21	Stock Clerk	B-2	501	N	06B	Classified	\$23,042.76	\$31,259.28
28	Stock Control Crew Leader	B-5	504	N	06B	Classified	\$26,040.30	\$35,325.42
26	Stock Control Supervisor	B-12	511	E	06C	Classified	\$36,641.02	\$49,706.54
9101	Student Intern I	Temp	400	N	05A	Unclassified	\$18,200.00	\$24,690.00
9104	Student Intern I (Unpaid)	Temp	499	N	05A	Unclassified	Unpaid	Unpaid
9102	Student Intern II	Temp	401	N	05A	Unclassified	\$20,292.00	\$27,528.00
9105	Student Intern II (Unpaid)	Temp	499	N	05A	Unclassified	Unpaid	Unpaid
9103	Student Intern III	Temp	405	N	05A	Unclassified	\$24,665.00	\$33,461.00
9106	Student Intern III (Unpaid)	Temp	499	N	05A	Unclassified	Unpaid	Unpaid
110	Survey Party Chief	B-6	505	N	03B	Classified	\$27,341.86	\$37,091.34
111	Surveying Supervisor	B-15	514	E	03B	Classified	\$42,416.40	\$57,541.12
2068	Surveyor	B-3	502	N	03B	Classified	\$23,619.44	\$32,041.36
437	Swimming Pool Supervisor	A-4	503	N	08A	Classified	\$24,799.84	\$33,642.96
4064	System Administration Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4066	System Administration Engineer	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4065	System Administrator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
831	Tax Assessor/Collector Administrator	D-4	535	E	01C	Unclassified	\$67,436.72	\$114,642.06
2260	Teacher	C-6	525	E	02A	Unclassified	\$50,130.60	\$75,196.16
2265	Teacher Assistant I	B-1	500	N	05A	Unclassified	\$22,480.90	\$30,497.48
2259	Teacher Assistant II	B-5	504	N	05A	Unclassified	\$26,040.30	\$35,325.42
2104	Technical Security Manager	D-5	536	E	01C	Unclassified	\$77,552.02	\$131,838.72
7742	Technical Systems Supervisor	B-10	509	N	03D	Classified	\$33,234.76	\$45,085.30
4068	Technical Writing Analyst	B-11	510	N	03A	Classified	\$34,896.16	\$47,339.24
4069	Technical Writing Lead	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
4067	Technical Writing Technician	B-9	508	N	03A	Classified	\$31,651.36	\$42,937.44
4070	Technology Expert	C-12	531	E	02A	Unclassified	\$88,810.02	\$133,214.12
4072	Telecommunications Administrator	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4071	Telecommunications Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
4073	Telecommunications Engineer	C-10	529	E	02A	Classified	\$73,396.44	\$110,094.66
2339	Television Broadcast Engineer	B-17	516	N	03B	Classified	\$46,301.06	\$62,810.80
7745	Television Director	B-9	508	N	03A	Classified	\$31,651.36	\$42,937.44
183	Television Programming Coordinator	B-13	512	N	03D	Classified	\$38,472.46	\$52,191.10
9005	Temporary Employee	Temp	400	N	06B	Temporary	\$18,200.00	\$24,690.00
9002	Temporary Office Clerical Employee	Temp	400	N	06B	Temporary	\$18,200.00	\$24,690.00
9003	Temporary Summer Employee	Temp	400	N	06B	Temporary	\$18,200.00	\$24,690.00
2031	Time and Attendance Coordinator	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
2222	Time and Attendance Manager	D-2	533	E	01C	Unclassified	\$50,991.72	\$86,686.34
2197	Time and Attendance Specialist	B-5	504	N	06A	Classified	\$26,040.30	\$35,325.42
7765	Tire Repairer	A-2	501	N	08B	Classified	\$23,042.76	\$31,259.28
2194	Tourism Sales Manager	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
687	Traffic Analyst	B-5	504	N	05A	Classified	\$26,040.30	\$35,325.42
2070	Traffic Signal Technician	B-9	508	N	03B	Classified	\$31,651.36	\$42,937.44
7210	Traffic Signals Supervisor	A-12	511	E	07C	Classified	\$36,641.02	\$49,706.54

City of San Antonio
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JOB CLASS	JOB TITLE	GRADE	PAY RANGE	FLSA	EEO	CIVIL SERVICE	RANGE MINIMUM	RANGE MAXIMUM
92	Training Officer	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
1137	Transportation & Capital Improvements Director	E-2	541	E	01C	Unclassified	\$97,409.52	\$194,818.78
567	Transportation Inspector II	B-6	505	N	05B	Classified	\$27,341.86	\$37,091.34
2230	Transportation Planner	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
2232	Transportation Planning Manager	D-3	534	E	01C	Unclassified	\$58,640.92	\$99,689.20
2231	Transportation Senior Planner	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
568	Transportation Services Manager	D-1	532	E	01C	Unclassified	\$44,340.92	\$75,378.94
408	Tree Preservation/ Landscape Inspector	A-11	510	N	07D	Classified	\$34,896.16	\$47,339.24
7370	Truck Driver	A-3	502	N	08B	Classified	\$23,619.44	\$32,041.36
2298	Uniform Payroll Coordinator	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
4075	UNIX System Administration Engineer	C-11	530	E	02A	Classified	\$80,735.46	\$121,103.84
4074	UNIX System Administrator	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
7275	Utility Coordinator	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92
254	Vector Control Technician	B-6	505	N	03C	Classified	\$27,341.86	\$37,091.34
213	Veterinarian	C-9	528	E	02K	Unclassified	\$66,724.06	\$100,085.96
209	Veterinary Technician	B-9	508	N	03C	Classified	\$31,651.36	\$42,937.44
643	Video Production Technician	B-11	510	N	03B	Classified	\$34,896.16	\$47,339.24
4076	Virtual System Administration Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4078	Virtual System Administration Engineer	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4077	Virtual System Administrator	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
32	Visitor Services Supervisor	B-6	505	E	05A	Classified	\$27,341.86	\$37,091.34
2261	Volunteer Program Coordinator	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
427	Volunteer Services Coordinator	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
2294	Warrant Officer	B-10	509	N	04C	Classified	\$33,234.76	\$45,085.30
4079	Web Applications Solutions Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4081	Web Applications Solutions Lead	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4080	Web Applications Solutions Senior Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
4082	Web Applications Solutions Supervisor	C-9	528	E	02A	Classified	\$66,724.06	\$100,085.96
4083	Web Design Analyst	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
4085	Web Design Lead	C-8	527	E	02A	Classified	\$60,658.26	\$90,987.26
4084	Web Design Senior Analyst	C-6	525	E	02A	Classified	\$50,130.60	\$75,196.16
7750	Welder	A-8	507	N	07A	Classified	\$30,144.14	\$40,893.06
2241	Wellness Physician	D-6	537	E	01C	Unclassified	\$89,184.68	\$151,614.58
2312	Wildlife Biologist	C-8	527	E	02B	Classified	\$60,057.66	\$90,086.36
4086	Windows System Administration Analyst	C-4	523	E	02A	Classified	\$41,430.74	\$62,145.46
4088	Windows System Administration Engineer	C-7	526	E	02A	Classified	\$55,143.66	\$82,715.88
4087	Windows System Administrator	C-5	524	E	02A	Classified	\$45,573.32	\$68,359.98
2337	Workers' Compensation Coordinator	C-3	522	E	02A	Classified	\$37,663.60	\$56,495.92

Attachment 55
FY 2015 Civilian Healthcare Plans

	Civilian Pre-2009	Civilian Post-2009
CDHP		
Premiums		
Employee Only	\$0	\$0
Employee + Children/EE +1	\$21	\$44
Employee + Spouse	\$61	\$126
Family/Employee +2	\$86	\$178
Deductible		
In-Network Individual	\$1,300	
In-Network Family	\$2,600	
Out-of-Network Individual	\$2,600	
Out-of-Network Family	\$5,200	
Out-of-Pocket (OOP) Maximum		
In-Network Individual	\$4,000	
In-Network Family	\$8,000	
Out-of-Network Individual	\$8,000	
Out-of-Network Family	\$16,000	
Co-Insurance		
Primary Care Physician Copay	20% after deductible	
Premium Designation Specialist	20% after deductible	
Specialist	20% after deductible	
Urgent Care	20% after deductible	
Pharmacy²		
Tier 1 (Generics)	20% after deductible	
Tier 2 (Preferred Brand Formulary)	20% after deductible	
Tier 3 (Non-Preferred Brand)	20% after deductible	
Tier 4 (Specialty)	20% after deductible	
Tier 1 (Generics)	20% after deductible	
Tier 2 (Preferred Brand Formulary)	20% after deductible	
Tier 3 (Non-Preferred Brand)	20% after deductible	

	Civilian Pre-2009	Civilian Post-2009
New Value		
Premiums		
	\$53	\$113
	\$139	\$265
	\$259	\$421
	\$351	\$566
Deductible		
	\$1,250	
	\$2,500	
	\$2,500	
	\$5,000	
Out-of-Pocket (OOP) Maximum¹		
	\$3,000	
	\$6,000	
	\$6,000	
	\$12,000	
Co-Pays		
	\$30	
	\$35	
	\$55	
	\$50	
Pharmacy		
	\$10	
	\$35	
	\$65	
	\$100	
Value Base Copays (Diabetes Rx)		
	\$0	
	\$10	
	\$20	

Notes

- 1) Beginning in 2015, all co-pays will count toward out-of-pocket maximum
- 2) IRS-approved maintenance medication covered at 20% of cost for CDHP only

Attachment 56
FY 2015 Civilian Retiree Healthcare Plans

Non-Medicare

Retirees (30+ Years)	Retirees (25-29 Years)	Retirees (20 to 24 Years)	Retirees (19 Years or less)	Retirees (5-9 Years; Hired after 10/1/2007)
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CDHP

Premiums					
Retiree Only	\$187	\$204	\$221	\$278	\$689.55
Retiree +1	\$375	\$394	\$435	\$579	\$1,290.59
Retiree +2 or more	\$535	\$566	\$626	\$836	\$1,739.99

Deductible				
In-Network Individual			\$1,300	
In-Network Family			\$2,600	
Out-of-Network Individual			\$2,600	
Out-of-Network Family			\$5,200	

Out-of-Pocket (OOP) Maximum				
In-Network Individual			\$4,000	
In-Network Family			\$8,000	
Out-of-Network Individual			\$8,000	
Out-of-Network Family			\$16,000	

Co-Insurance				
Primary Care Physician Copay			20% after deductible	
Premium Designation Specialist			20% after deductible	
Specialist			20% after deductible	
Urgent Care			20% after deductible	

Pharmacy ²				
Tier 1 (Generics)			20% after deductible	
Tier 2 (Preferred Brand Formulary)			20% after deductible	
Tier 3 (Non-Preferred Brand)			20% after deductible	
Tier 4 (Specialty)			20% after deductible	

Tier 1 (Generics)			20% after deductible	
Tier 2 (Preferred Brand Formulary)			20% after deductible	
Tier 3 (Non-Preferred Brand)			20% after deductible	

Medicare Advantage Plan³

Retirees (30+ Years)	Retirees (25-29 Years)	Retirees (20 to 24 Years)	Retirees (19 Years or less)	Retirees (5-9 Years; Hired after 10/1/2007)
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Humana PPO

Premiums					
Retiree Only	\$74	\$80	\$86	\$111	\$246.20
Retiree +1	\$148	\$163	\$173	\$222	\$492.40
Retiree +2 or more	\$222	\$244	\$259	\$333	\$738.60

Retirees (30+ Years)	Retirees (25-29 Years)	Retirees (20 to 24 Years)	Retirees (19 Years or less)	Retirees (5-9 Years; Hired after 10/1/2007)
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New Value

Premiums					
	\$254	\$281	\$304	\$368	\$981.16
	\$479	\$515	\$566	\$714	\$1,836.37
	\$664	\$716	\$789	\$998	\$2,475.82

Deductible				
			\$1,250	
			\$2,500	
			\$2,500	
			\$5,000	

Out-of-Pocket (OOP) Maximum ¹				
			\$3,000	
			\$6,000	
			\$6,000	
			\$12,000	

Co-Pays				
			\$30	
			\$35	
			\$55	
			\$50	

Pharmacy				
			\$10	
			\$35	
			\$65	
			\$100	

Value Base Copays (Diabetes Rx)				
			\$0	
			\$10	
			\$20	

Retirees (30+ Years)	Retirees (25-29 Years)	Retirees (20 to 24 Years)	Retirees (19 Years or less)	Retirees (5-9 Years; Hired after 10/1/2007)
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Humana HMO

Premiums					
	\$45	\$49	\$53	\$63	\$149
	\$83	\$90	\$101	\$149	\$298
	\$124	\$134	\$152	\$211	\$447

Notes

- 1) Beginning in 2015, all co-pays will count toward out-of-pocket maximum
- 2) IRS-approved maintenance medication covered at 20% of cost for CDHP only
- 3) The City of San Antonio has contracted with Humana to provide Medicare-eligible retirees the option of two fully-insured Medicare Advantage plans developed and approved by the Center for Medicare and Medicaid Services (CMS).

FY 2015 Adopted Budget Amendment to Attachment 57

Personnel Schedule

The attached personnel schedule is amended by the City Council approved amendments included in Attachment 2 of this Ordinance. The authorized position counts for the funds and departments listed below are authorized to be increased as follows:

General Fund	
Department	No. of Authorized Positions
Planning Department	2
Transportation and Capital Improvements	2
Storm Water Fund	
Department	No. of Authorized Positions
Transportation and Capital Improvements	14

**PERSONNEL SCHEDULE
BY FUND AND DEPARTMENT
FY 2015 PROPOSED BUDGET**

Attachment 57 - FY 2015 Budget Ordinance

GENERAL FUND	FY 2013 AUTHORIZED	FY 2014 AUTHORIZED	FY 2015 PROPOSED	NET CHANGE IN POSITIONS
Animal Care Services	136	130	127	(3)
City Attorney	79	67	66	(1)
City Auditor	22	23	23	0
City Clerk	30	32	31	(1)
City Manager	21	19	17	(2)
Code Enforcement Services	139	139	137	(2)
Communications & Public Affairs	68	63	62	(1)
Center City Development & Operations	55	56	57	1
Delegate Agencies	1	0	0	0
Eastpoint	0	0	16	16
Economic Development	25	27	27	0
Finance	97	96	105	9
Fire	1,780	1,783	1,774	(9)
Health	120	113	112	(1)
Historic Preservation	0	12	17	5
Human Resources	42	41	45	4
Human Services	123	102	99	(3)
Intergovernmental Relations	6	6	7	1
Library	522	517	518	1
Management & Budget	26	26	26	0
Mayor & Council	19	19	18	(1)
Municipal Court	196	180	179	(1)
Non-Departmental/Non-Operating	28	24	23	(1)
Parks & Recreation	527	424	417	(7)
Parks Police	158	157	157	0
Planning & Community Development	0	22	16	(6)
Police	2,966	2,941	2,921	(20)
Transportation & Capital Improvements	328	321	328	7
TOTAL GENERAL FUND	7,514	7,340	7,325	(15)

OTHER FUNDS	FY 2013 AUTHORIZED	FY 2014 AUTHORIZED	FY 2015 PROPOSED	NET CHANGE IN POSITIONS
Advanced Transportation District Fund	24	24	24	0
Aviation Fund	480	479	458	(21)
Capital Improvements Management Services Fund	216	205	175	(30)
Child Safety Fund	262	262	262	0
Community & Visitor Facilities Fund	319	319	314	(5)
Convention & Visitors Bureau Fund	129	128	125	(3)
Culture & Creative Development Fund	12	18	18	0
Development Services Fund	261	249	243	(6)
Economic Development Incentive Fund	1	1	1	0
Energy Efficiency Fund	2	4	4	0
Facility Services Fund	119	122	120	(2)
Fleet Services Fund	182	172	165	(7)
Information Technology Services Fund	229	226	344	118
Juvenile Case Manager Fund	10	12	20	8
Market Square Fund	8	8	9	1
Municipal Courts Security Fund	9	8	8	0
Municipal Courts Technology Fund	1	1	0	(1)
Official City Store Fund	10	10	10	0
Parking Facilities Fund	98	95	95	0
Parks Environmental Fund	0	95	95	0
Pre-K 4 SA	0	158	380	222
Purchasing and General Services Fund	46	44	39	(5)
Self Insurance Funds	69	68	66	(2)
Solid Waste Fund ¹	554	572	568	(4)
Storm Water Operations Fund	261	253	242	(11)
Storm Water Regional Facilities Fund	8	12	12	0
Streets Right of Way Management Fund	23	21	20	(1)
TIF Unit Fund	8	8	7	(1)
Tree Mitigation Fund	1	2	3	1
TOTAL OTHER FUNDS	3,342	3,576	3,827	251
TOTAL ALL FUNDS	10,856	10,916	11,152	236

¹Includes 4 positions in the Office of Sustainability.

	FY 2013 AUTHORIZED	FY 2014 AUTHORIZED	FY 2015 PROPOSED	NET CHANGE IN POSITIONS
Internal Services/Alternate Svc. Employee Fund	2,196	2,196	2,196	0

FY 2015 Adopted Budget

Amendment to Attachment 58

FY 2015 Capital Budget

The attached capital budget appropriations schedule for fiscal year 2015 is amended by the City Council approved amendments included in Attachment 2 of this Ordinance. Appropriations for the projects below are authorized to be increased as follows:

Capital Budget	
Project	Amount
Brooks City Base Project: Project	\$500,000
West Commerce Economic Corridor	\$1,000,000
Installation of New Street Lights: Project	\$500,000
San Pedro Irrigation System	\$125,000
Pedestrian Safety Improvements	\$838,010
Westside Education & Training Center	\$500,000
Hardberger Park	\$1,000,000
Brackenridge Parks Master Plan	\$250,000
Thunderbird Hills Parking Lot	\$30,000

Table 5-Appropriation Plan

CAPITAL IMPROVEMENTS PROGRAM BY REVENUE SOURCE For FY 2015 Through FY 2020 (Dollars in Thousands)

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
2003 STORM WATER REVENUE BOND							
TRANSPORTATION CAPITAL IMPROVEMENTS							
W.VESTAL PL. (COMMERCIAL AVE-PLEASANTON)	11	0	0	0	0	0	11
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	11	0	0	0	0	0	11
TRANSPORTATION CAPITAL IMPROVEMENTS							
FAY AVE RECONSTRUCTION	520	0	0	0	0	0	520
JOSEPHINE TOBIN OUTFALL IMPROVEMENT	55	0	0	0	0	0	55
SUNSET HAVEN DR. INTERCEPTOR DRAINAGE EASEMENT	84	0	0	0	0	0	84
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	659	0	0	0	0	0	659
TOTAL 2003 STORM WATER REVENUE BOND	670	0	0	0	0	0	670
2005 STORM WATER REVENUE BOND							
TRANSPORTATION CAPITAL IMPROVEMENTS							
W.VESTAL PL. (COMMERCIAL AVE-PLEASANTON)	461	0	0	0	0	0	461
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	461	0	0	0	0	0	461
TRANSPORTATION CAPITAL IMPROVEMENTS							
BLAKELY AREA DRAINAGE IMPROVEMENT	235	0	0	0	0	0	235
DALLAS AND ATLANTA DRAINAGE SYSTEM REPLACEMENT-PH I	1,100	0	0	0	0	0	1,100
FALLWORTH DRAINAGE IMPROVEMENT	179	0	0	0	0	0	179
MEADOW KNOLL DRAINAGE	531	0	0	0	0	0	531
OLD CORPUS CHRISTI CULVERT IMPROVEMENTS	90	0	0	0	0	0	90
STOREYWOOD ALLEY DRAINAGE	41	0	0	0	0	0	41
W. MILITARY CHANNEL RESTORATION	165	0	0	0	0	0	165
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	2,341	0	0	0	0	0	2,341
TOTAL 2005 STORM WATER REVENUE BOND	2,802	0	0	0	0	0	2,802
2007 GO DRAINAGE IMPROVEMENT BOND							
TRANSPORTATION CAPITAL IMPROVEMENTS							

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
UPPER LEON CREEK	2,800	0	0	0	0	0	2,800
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	2,800	0	0	0	0	0	2,800
TOTAL 2007 GO DRAINAGE IMPROVEMENT BOND	2,800	0	0	0	0	0	2,800
2012 GO DRAINAGE IMPROVEMENT BOND-A							
TRANSPORTATION CAPITAL IMPROVEMENTS							
MOUNTAIN VIEW ESTATES, PH III DRAINAGE	600	0	0	0	0	0	600
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	600	0	0	0	0	0	600
TOTAL 2012 GO DRAINAGE IMPROVEMENT BOND-A	600	0	0	0	0	0	600
ADVANCED TRANSPORTATION DISTRICT							
TRANSPORTATION CAPITAL IMPROVEMENTS							
ATD - FY 2015 SIDEWALK REPAIR PILOT PROGRAM	500	0	0	0	0	0	500
ATD FY 2015 AUDIBLE PEDESTRIAN SIGNALS	100	0	0	0	0	0	100
ATD FY 2015 BIKE FACILITIES/POSTS/RACKS	960	0	0	0	0	0	960
ATD FY 2015 INTERSECTION IMPROVEMENTS	1,320	0	0	0	0	0	1,320
ATD FY 2015 SCHOOL ZONE IMPROVEMENTS	100	0	0	0	0	0	100
ATD FY 2015 SIDEWALKS	3,400	0	0	0	0	0	3,400
ATD FY 2015 SIDEWALKS TO SCHOOLS	4,500	0	0	0	0	0	4,500
ATD FY 2015 TRAFFIC SIGNAL DETECTION	500	0	0	0	0	0	500
ATD FY 2015 UNINTERRUPTIBLE POWER SUPPLY	75	0	0	0	0	0	75
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	11,455	0	0	0	0	0	11,455
TOTAL ADVANCED TRANSPORTATION DISTRICT	11,455	0	0	0	0	0	11,455
ALAMODOME IMPROVEMENT AND CONTINGENCY FUND							
ALAMODOME							
ADA ALAMODOME BLDG IMPROVEMENTS	250	0	0	0	0	0	250
TOTAL ALAMODOME	250	0	0	0	0	0	250
CONVENTION FACILITIES							
UPGRADES TO HBG CONVENTION CENTER	450	0	0	0	0	0	450
TOTAL CONVENTION FACILITIES	450	0	0	0	0	0	450
TOTAL ALAMODOME IMPROVEMENT AND CONTINGENCY FUND	700	0	0	0	0	0	700
COMMUNITY DEVELOPMENT BLOCK GRANT							
PLANNING AND COMMUNITY DEV							

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
EASTSIDE CHOICE NEIGHBORHOOD TRANSFORMATION	1,000	0	0	0	0	0	1,000
TOTAL PLANNING AND COMMUNITY DEV	<u>1,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,000</u>
TOTAL COMMUNITY DEVELOPMENT BLOCK GRANT	<u>1,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,000</u>
CSEF STATE REIMBURSEMENT FUND							
ALAMODOME							
ADA ALAMODOME BLDG IMPROVEMENTS	920	0	0	0	0	0	920
ALAMODOME SEATING AND CONCRETE FLOOR IMPROVEMENTS	1,354	0	0	0	0	0	1,354
TOTAL ALAMODOME	<u>2,274</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2,274</u>
CONVENTION FACILITIES							
UPGRADES TO HBG CONVENTION CENTER	472	0	0	0	0	0	472
TOTAL CONVENTION FACILITIES	<u>472</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>472</u>
TOTAL CSEF STATE REIMBURSEMENT FUND	<u>2,746</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2,746</u>
DEVELOPMENT SERVICES FUND							
ITSD							
ENTERPRISE LAND MANAGEMENT SYSTEM	5,538	0	0	0	0	0	5,538
TOTAL ITSD	<u>5,538</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5,538</u>
TOTAL DEVELOPMENT SERVICES FUND	<u>5,538</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5,538</u>
GENERAL FUND							
TRANSPORTATION CAPITAL IMPROVEMENTS							
PROPERTY ROOM HVAC UPGRADE	622	0	0	0	0	0	622
STRATEGIC TRANSPORTATION MULTI-MODAL PLAN	500	0	0	0	0	0	500
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	<u>1,122</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,122</u>
TOTAL GENERAL FUND	<u>1,122</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,122</u>
HOME INVESTMENT PARTNERSHIP GRANT							
PLANNING AND COMMUNITY DEV							
EASTSIDE CHOICE NEIGHBORHOOD TRANSFORMATION	1,200	0	0	0	0	0	1,200
TOTAL PLANNING AND COMMUNITY DEV	<u>1,200</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,200</u>
TOTAL HOME INVESTMENT PARTNERSHIP GRANT	<u>1,200</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,200</u>
PRIOR DEBT PROCEEDS							
TRANSPORTATION CAPITAL IMPROVEMENTS							

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
FM 1560 FROM SH16 TO LP1604	100	0	0	0	0	0	100
FY 2014 RESERVE FOR FUTURE CAPITAL PROJECTS	592	0	0	0	0	0	592
W.VESTAL PL. (COMMERCIAL AVE-PLEASANTON)	71	0	0	0	0	0	71
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	<u>763</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>763</u>
TOTAL PRIOR DEBT PROCEEDS	<u>763</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>763</u>

PROP 2 - 2005 PARKS DEVELOPMENT & EXPANSION PROJECT

PARKS AND RECREATION

FT. SAM HOUSTON TRAIL (JOHN JAMES PARK TO JACK WHITE PARK)	240	0	0	0	0	0	240
TOTAL PARKS AND RECREATION	<u>240</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>240</u>
TOTAL PROP 2 - 2005 PARKS DEVELOPMENT & EXPANSION PROJECT	<u>240</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>240</u>

PROP 2 - 2010 PARKS DEVELOPMENT & EXPANSION PROJECT

PARKS AND RECREATION

APACHE CREEK (19TH ST. TO SAN JACINTO)	1,200	0	0	0	0	0	1,200
APACHE CREEK/SAN PEDRO CREEK SOUTH	2,610	0	0	0	0	0	2,610
CULEBRA CREEK (SHAENFIELD TO CULEBRA CREEK PARK)	1,000	0	0	0	0	0	1,000
ESPADA CONNECTION	1,000	0	0	0	0	0	1,000
FT. SAM HOUSTON TRAIL (JOHN JAMES PARK TO JACK WHITE PARK)	300	0	0	0	0	0	300
HUESTA CREEK (BAMBERGER PARK TO HAUSMAN ROAD)	785	0	0	0	0	0	785
LEON GREENWAY TO SALADO GREENWAY CONNECT	715	0	0	0	0	0	715
SALADO CREEK (SOUTHSIDE LIONS PARK TO SE MILITARY DRIVE)	1,376	0	0	0	0	0	1,376
TOTAL PARKS AND RECREATION	<u>8,986</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>8,986</u>
TOTAL PROP 2 - 2010 PARKS DEVELOPMENT & EXPANSION PROJECT	<u>8,986</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>8,986</u>

PROP 2 - FY 2005 PARKS DEVELOPMENT & EXPANSION PROJECT

PARKS AND RECREATION

LEON CREEK GREENWAY (BANDERA RD. TO INGRAM RD) + (INGRAM RD TO MILITARY)	140	0	0	0	0	0	140
MEDINA RIVER GREENWAY (ACQUISITIONS AND DESIGN)	120	0	0	0	0	0	120
TOTAL PARKS AND RECREATION	<u>260</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>260</u>

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
TOTAL PROP 2 - FY 2005 PARKS DEVELOPMENT & EXPANSION PROJECT	260	0	0	0	0	0	260
PUBLIC EDUCATION GOVERNMENT FUND							
TRANSPORTATION CAPITAL IMPROVEMENTS							
PLAZA DE ARMAS BUILDING IMPROVEMENTS	400	0	0	0	0	0	400
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	400	0	0	0	0	0	400
TOTAL PUBLIC EDUCATION GOVERNMENT FUND	400	0	0	0	0	0	400
SAN ANTONIO WATER SYSTEM							
PLANNING AND COMMUNITY DEV							
EASTSIDE CHOICE NEIGHBORHOOD TRANSFORMATION	500	0	0	0	0	0	500
TOTAL PLANNING AND COMMUNITY DEV	500	0	0	0	0	0	500
TOTAL SAN ANTONIO WATER SYSTEM	500	0	0	0	0	0	500
STATE EVENT TRUST FUND							
TRANSPORTATION CAPITAL IMPROVEMENTS							
WITTE MUSEUM	4,000	0	0	0	0	0	4,000
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	4,000	0	0	0	0	0	4,000
TOTAL STATE EVENT TRUST FUND	4,000	0	0	0	0	0	4,000
STORM WATER REGIONAL FACILITIES FUND							
TRANSPORTATION CAPITAL IMPROVEMENTS							
UPPER WOODLAWN DRAINAGE	1,300	0	0	0	0	0	1,300
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	1,300	0	0	0	0	0	1,300
TRANSPORTATION CAPITAL IMPROVEMENTS							
OLMOS CREEK ECOSYSTEM RESTORATION	500	0	0	0	0	0	500
TWIN FALLS CLIFF STABILIZATION	2,000	0	0	0	0	0	2,000
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	2,500	0	0	0	0	0	2,500
TOTAL STORM WATER REGIONAL FACILITIES FUND	3,800	0	0	0	0	0	3,800
UNISSUED CERTIFICATES OF OBLIGATION							
BUILDING & EQUIPMENT SERVICES							
CITYWIDE FACILITY NEEDS	6,500	0	0	0	0	0	6,500
TOTAL BUILDING & EQUIPMENT SERVICES	6,500	0	0	0	0	0	6,500
TRANSPORTATION CAPITAL IMPROVEMENTS							
DE ZAVALA - UPRR TO LOCKHILLSELMA	2,000	0	0	0	0	0	2,000

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
HARRY WURZBACH (AUSTIN HWY IMPRV)	4,700	0	0	0	0	0	4,700
MUNICIPAL RECORDS FACILITY WAREHOUSE ROOF REPLACEMENT	340	0	0	0	0	0	340
WITTE MUSEUM	4,000	0	0	0	0	0	4,000
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	<u>11,040</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>11,040</u>
FINANCE							
INSTALLATION OF NEW STREETS LIGHTS	500	0	0	0	0	0	500
TOTAL FINANCE	<u>500</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>500</u>
FIRE AND EMS							
FIRE STATION 2 REPLACEMENT	1,400	0	0	0	0	0	1,400
FIRE STATION 32 REPLACEMENT	1,100	0	0	0	0	0	1,100
TOTAL FIRE AND EMS	<u>2,500</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>2,500</u>
ITSD							
ENTERPRISE LAND MANAGEMENT SYSTEM	3,000	0	0	0	0	0	3,000
IT INFRASTRUCTURE/SERVERS REPLACEMENT	1,500	0	0	0	0	0	1,500
TOTAL ITSD	<u>4,500</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4,500</u>
PARKS AND RECREATION							
RENOVATION OF CITY OWNED GOLF COURSES	4,000	0	0	0	0	0	4,000
TOTAL PARKS AND RECREATION	<u>4,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4,000</u>
TRANSPORTATION CAPITAL IMPROVEMENTS							
FY 2015 STREET MAINTENANCE PROGRAM	5,000	0	0	0	0	0	5,000
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	<u>5,000</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5,000</u>
TOTAL UNISSUED CERTIFICATES OF OBLIGATION	<u>34,040</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>34,040</u>
UNISSUED TAX NOTES							
TRANSPORTATION CAPITAL IMPROVEMENTS							
GREAT NORTHWEST LIBRARY ROOF REPLACEMENT	250	0	0	0	0	0	250
TOTAL TRANSPORTATION CAPITAL IMPROVEMENTS	<u>250</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>250</u>
TOTAL UNISSUED TAX NOTES	<u>250</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>250</u>
WOLFF STADIUM RENEWAL AND IMPROVEMENT FUND							
ALAMODOME							
WOLFF STADIUM PARKING LOT IMPROVEMENTS	124	0	0	0	0	0	124
TOTAL ALAMODOME	<u>124</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>124</u>

REVENUE SOURCE/DEPARTMENT/PROJECT	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	TOTAL
TOTAL WOLFF STADIUM RENEWAL AND IMPROVEMENT FUND	<u>124</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>124</u>
Grand Total	<u>83,996</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>83,996</u>