



COMMITTEE OF SIX MEETING (Co6)
Alamo Area Council of Governments (AACOG)
2700 NE Loop 410 - Boardroom
San Antonio, TX 78217
April 22, 2026
10:30 AM

11:00 am or immediately following the AACOG Board of Directors Meeting Beginning at 10:00 am

AGENDA

Agenda items may not be considered in the order they appear.

Citizens may appear before the Committee to speak for or against any item on the agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. For additional information, please call Janel Santos at (210) 850-2160.

- I. CALL TO ORDER**
Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)
- II. ROLL CALL AND QUORUM DETERMINATION**
Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)
- III. DECLARATIONS OF CONFLICT OF INTEREST**
Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)
- IV. PUBLIC COMMENT**
Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)
- V. MEETING MINUTES OF DECEMBER 10, 2025 (DISCUSSION AND POSSIBLE ACTION)**
Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)
- VI. WORKFORCE SOLUTIONS ALAMO (WSA) FY25-26 BUDGET AMENDMENT #1 (DISCUSSION AND POSSIBLE ACTION)**

Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodations should contact Janel Santos at (210) 850-2160 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- Presenter: Adrian Lopez, CEO and Gabriela Navarro Garcia, Controller
- a. FY 25-26 Budget Amendment #1 (Action Item)

VII. POSSIBLE MODIFICATIONS TO PARTNERSHIP AND INTERLOCAL AGREEMENTS (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Lopez, CEO, and Frank Burney, Counsel

- a. Partnership Agreement
- b. Interlocal Agreement

VIII. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Lopez, CEO

- a. Status of the Alamo Region
 - i. Jobs
 - ii. Unemployment
- b. Board of Directors Attendance to Date

IX. EXECUTIVE SESSION:

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer;
- c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

X. ADJOURNMENT

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)



MINUTES COMMITTEE OF SIX MEETING (Co6)

Norris Conference Centers - Pecan Room
618 NW Loop 410
San Antonio, Texas 78216
December 10, 2025
9:00 AM

COMMITTEE OF SIX: Councilwoman Phyllis Viagran, Councilwoman Sukh Kaur, Commissioner Grant Moody (Chair), Judge Richard Evans
WSA BOARD OF DIRECTOR CHAIR: Leslie Cantu
WSA STAFF: Adrian Lopez, Eric Vryn, Gabriela Navarro Garcia, Janel Santos
PARTNER STAFF: Cliff Herberg, Jordana Mathews, Mike Ramsey, Joel Morgan
LEGAL COUNSEL: Carter Scharmen

AGENDA

Agenda items may not be considered in the order they appear.

Please join Webex meeting from your computer, tablet, or smartphone.
<https://wsalamo.webex.com/wsalamo/j.php?MTID=m592fc7c88e194870c34890a0d5e3254f>
United States (Toll Free): 1-415-655-0002
Meeting number (access code): 2484 998 7364
Meeting password: wRfstQ7en64

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I. CALL TO ORDER

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair
At 9:06 a.m., Chair Commissioner Moody called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair
The roll was called, and a quorum was declared present.

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair
None.

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IV. PUBLIC COMMENT

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair
None.

V. MEETING MINUTES OF SEPTEMBER 5, 2025 (DISCUSSION AND POSSIBLE ACTION)

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair
Upon motion by Director Viagran and second by Director Judge Evans, the Committee unanimously approved the September 5, 2025, Minutes.

VI. WORKFORCE SOLUTIONS ALAMO (WSA) BOARD OF DIRECTORS

Presenter: Adrian Lopez, CEO

a. Overview

Adrian Lopez, Chief Executive Officer provided an overview of Workforce Solutions Board of Directors that included the following: Mission, Vision, and Core Values; Background Information; Partner Roles & Responsibilities; Alamo Workforce Development Board (AWDB) Roles and Responsibilities; Election of Board of Director Officers; Meetings; Causes for Removal; Board Attendance Policy.

VII. CONSIDER AND SELECT APPOINTMENTS TO FILL THE FOLLOWING PLACES ON WORKFORCE SOLUTIONS ALAMO BOARD OF DIRECTORS (DISCUSSION AND POSSIBLE ACTION)

Upon motion by Director Evans and second by Director Viagran, the reappointments were unanimously approved by the Committee of Six.

Reappointments:

- a. Community Based Organization, Place 15, For Term Beginning January 1, 2026, and ending December 31, 2028
- b. Education, Place 18, For Term Beginning January 1, 2026, and ending December 31, 2028

Director Evans made a motion to appoint Mario Lozoya to Place 1 and Colin Nichols to Place 12 and Christopher Mammen as a runner up for the next open directorship for the Private Sector. Director Viagran seconded the motion. The motion did not carry.

Upon motion by Director Evans, seconded by Director Viagran, the Committee of Six unanimously approved the appointment of Mario Lozoya to Place 1, Colin Nichols to Place 12, and Christopher Mammen as a runner-up for the next open Private Sector directorship.

New Appointments:

- c. Economic Development, Place 20 - For Term Beginning January 1, 2026, and ending December 31, 2027
- d. Private Sector, Place 1 - For Term Beginning January 1, 2026, and ending December 31, 2028
- e. Private Sector, Place 12 - For Term Beginning January 1, 2026, and ending December 31, 2026

VIII. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Lopez, CEO

- a. Kerr County and Hill Country Neighbors: WSA Community Response Update
 - i. National Dislocated Worker Grant

None.

Kerr and Kendall counties have been designated eligible for Public Assistance under FEMA Disaster Declaration DR-4879-TX due to severe storms, straight-line winds, and flooding. Disaster Recovery Dislocated Worker Grants (DWGs) provide discretionary funding from the U.S. Secretary of Labor to support employment and workforce recovery efforts in coordination with FEMA and state emergency officials.

IX. DISCUSSION AND POSSIBLE ACTION TO ELECT THE CHAIR AND VICE CHAIR FOR THE COMMITTEE OF SIX REPRESENTING THE CEO'S FOR THE ALAMO WORKFORCE DEVELOPMENT AREA FOR CALENDAR YEAR 2026

- a. City of San Antonio – Chair and Vice Chair

Upon motion by Director Viagran, seconded by Director Evans, the Board elected Director Viagran as Chair and Director Kaur as Vice Chair. The motion carried unanimously.

X. EXECUTIVE SESSION:

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

- a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party;
- b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer;
- c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

At 10:11 a.m., the Board went into executive session pursuant to Chapter 551 of the Texas Open Meetings Act to discuss personnel matters and matters covered by attorney-client privilege. The executive session adjourned at 10:17 a.m.

XI. ADJOURNMENT

Presenter: Grant Moody, Bexar County Commissioner for Precinct 3, Chair

There being no further business, Director Moody made a motion to adjourn, which was seconded by Director Viagran. The motion carried unanimously, and the meeting adjourned at 10:25 a.m.

Enclosures

- Certificate of Executive Session

CERTIFIED AGENDA OF CLOSED MEETING

WORKFORCE SOLUTIONS ALAMO

I, COMMISSIONER GRANT MOODY, CHAIR, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE EXECUTIVE COMMITTEE MEETING OF COMMITTEE OF SIX CONDUCTED ON DECEMBER 10, 2025.

1. The executive session began with the following announcement by the presiding officer: "Workforce Solutions Alamo is now in executive session December 10, 2025 at 10:11 a.m.
2. SUBJECT MATTER OF EACH DELIBERATION:
 - To discuss personnel matters; and
 - Discussions regarding attorney-client privileged communications.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on December 10, 2025 at 10:17 a.m."

Presiding Officer



MEMORANDUM

To: Committee of Six

From: Adrian Lopez, Chief Executive Officer

Presented By: Gabriela Navarro Garcia, Controller

Date: April 22, 2026

Subject: **FY25-26 Budget Amendment #1**

Summary: The board staff prepares a budget based on the assumption of planned allocations from the Texas Workforce Commission and anticipated carryover funds from existing contracts. The budget is prepared by utilizing Texas Workforce Commission planning estimates and forecasting contractor expenditures before actual budgets and allocations are received. Budget Amendment #1 provides a reconciliation from estimates to actual.

Strategic Goals:

Goal 1: Texas Talent Experts

Build a statewide network of Texas Talent Experts to support workforce development by identifying skill gaps, advising employers and jobseekers, and promoting talent recruitment and retention across Texas.

Goal 2: Service Optimizers

Enhance the efficiency, quality, and accessibility of workforce services delivered by the Texas Workforce Commission (TWC), ensuring Texans experience seamless access to job training, unemployment benefits, and career support.

Goal 3: Partnership Managers

Strengthen and expand strategic partnerships among TWC, employers, educational institutions, and community-based organizations to deliver coordinated and innovative workforce development solutions.

Analysis: The staff requests approval to increase the budget from \$192,305,381 to \$199,796,542, an increase of \$7,491,161 or approximately 3.9%. The increase of \$5,391,690 in service delivery is primarily due to Childcare of \$5,077,177; additional adjustments are summarized below.

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communications@wsalamo.org

100 N. Santa Rosa Street
San Antonio, Texas 78207
(210) 272-3260

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Fiscal Impact:

Corporate: There was an increase in personnel fringe benefits of \$64,424 due to increase of employee insurance rates. The approved corporate budget was \$8,716,376 and the amended budget will be \$8,780,800, a .7% increase.

Reserve: The reserve was initially budgeted at \$12,318,454. The board is projecting a \$1,793,170 increase or approximately 14.6% for a budget amount of \$14,111,623. This represents adjustments to Child Care service delivery costs due to the decreased target provided by TWC of children in care.

Initiatives: Initiatives were initially budgeted at \$529,947, which represented TWC, Workforce Initiatives that include jobs fairs such as Red White and YOU, and youth job fairs. The board is requesting to increase the project by \$241,878 for several grants that were extended or have been awarded since the initial budget approval.

Service Delivery: The primary Service Delivery adjustments of \$5,391,689 are as follows:

Program	Grant	Amount
Adult	RESEA	\$351,574
Adult	TANF	\$300,112
Adult	WIOA Adult	\$450,076
Adult	WIOA Dislocated	\$600,068
Child Care	CCDF, CCM, CCP, Quality	\$5,528,599
Non-TWC	Ready to Work	(\$2,453,068)
Total		\$4,777,361

Alternatives: None

Recommendation: Increase the budget from \$192,305,381 to \$199,796,542, an increase of \$7,491,161 or approximately 3.9%.

Next Steps: Board staff will continue to monitor expenditures and report any significant variance through a subsequent budget amendment.

Attachment: WSA FY26 Budget Amendment #1

Workforce Solutions Alamo
Board Fiscal Year October 1, 2025 - September 30, 2026
FY26 Budget Amendment #1

	FY26 Approved Budget	FY26 Budget Amendment #1	%	\$ Change	Budget Justification
SUMMARY					
CORPORATE BUDGET					
Personnel	\$ 5,672,536	\$ 5,736,960	1.1%	\$ 64,424	Increase in employee benefits rate
Facility	\$ 500,378	\$ 500,378	0.0%	-	
Equipment/Related Costs	\$ 284,564	\$ 284,564	0.0%	-	
General Office Expenses	\$ 516,208	\$ 516,208	0.0%	-	
Professional Services	\$ 1,697,690	\$ 1,697,690	0.0%	-	
Board Expenses	\$ 45,000	\$ 45,000	0.0%	-	
TOTAL WSA CORPORATE BUDGET	\$ 8,716,376	\$ 8,780,800	0.7%	\$ 64,424	
FACILITY & INFRASTRUCTURE BUDGET					
Facility Related Occupancy	\$ 4,511,406	\$ 4,511,406	0.0%	-	
Equipment Related	\$ 131,543	\$ 131,543	0.0%	-	
Rental of Equipment	\$ 59,683	\$ 59,683	0.0%	-	
Software Related	\$ 848,974	\$ 848,974	0.0%	-	
Communications	\$ 350,467	\$ 350,467	0.0%	-	
General Office	\$ 193,799	\$ 193,799	0.0%	-	
Other Professional Services	\$ 140,929	\$ 140,929	0.0%	-	
Reserve Facility	\$ 150,000	\$ 150,000	0.0%	-	
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,386,802	\$ 6,386,802	0.0%	\$ -	
RESERVE UNOBLIGATED	\$ 12,318,454	\$ 14,111,623	14.6%	\$ 1,793,170	
INITIATIVES	\$ 529,947	\$ 771,825	45.6%	\$ 241,878	Additional Grants
SERVICE DELIVERY BUDGET	\$ 164,353,802	\$ 169,745,492	3.3%	\$ 5,391,690	Additional Funds
TOTAL BUDGET	\$ 192,305,381	\$ 199,796,542	3.9%	\$ 7,491,161	

Workforce Solutions Alamo
Board Fiscal Year October 1, 2025 - September 30, 2026
FY26 Proposed Budget

	FY26 Budget Amendment #1	% Change	\$ Change
PERSONNEL			
Salaries/Wages	\$ 4,349,164	0.0%	\$ -
Fringe Benefits	\$ 1,121,922	6.1%	\$ 64,424
Staff Travel	\$ 153,874	0.0%	\$ -
Staff Training/Development	\$ 112,000	0.0%	\$ -
PERSONNEL SUBTOTAL:	\$ 5,736,960	1.1%	\$ 64,424
FACILITY			
Rent	\$ 481,749	0.0%	\$ -
Storage	\$ 3,600	0.0%	\$ -
Maintenance and Repair	\$ 15,029	0.0%	\$ -
FACILITY SUBTOTAL:	\$ 500,378	0.0%	\$ -
EQUIPMENT			
Equipment Purchases	\$ 120,700	0.0%	\$ -
Equipment Rental	\$ -	0.0%	\$ -
Software Licenses & Maintenance	\$ 163,864	0.0%	\$ -
EQUIPMENT SUBTOTAL:	\$ 284,564	0.0%	\$ -
GENERAL OFFICE			
Communications	\$ 14,618	0.0%	\$ -
Advertising	\$ 1,000	0.0%	\$ -
Insurance	\$ 268,981	0.0%	\$ -
Office Supplies	\$ 18,000	0.0%	\$ -
Postage/Shipping/Other	\$ 4,200	0.0%	\$ -
Printing, Binding & Reproduction	\$ 7,000	0.0%	\$ -
Publications & Subscriptions	\$ 11,829	0.0%	\$ -
Dues	\$ 14,580	0.0%	\$ -
Marketing (External)	\$ 100,000	0.0%	\$ -
Miscellaneous Costs	\$ 26,000	0.0%	\$ -
Non Federal	\$ 50,000	0.0%	\$ -
GENERAL OFFICE SUBTOTAL:	\$ 516,208	0.0%	\$ -
PROFESSIONAL SERVICES			
Legal-General Corporate Matters	\$ 125,000	0.0%	\$ -
Legal-Other Corporate Matters	\$ 75,000	0.0%	\$ -
Audit	\$ 82,000	0.0%	\$ -
Monitoring (Contractor)	\$ 435,000	0.0%	\$ -
Professional Services	\$ 939,124	0.0%	\$ -
Payroll Fees	\$ 41,566	0.0%	\$ -
PROFESSIONAL SERVICES SUBTOTAL	\$ 1,697,690	0.0%	\$ -
BOARD EXPENSES			
Board Member Travel	\$ 15,000	0.0%	\$ -
Board Member Training/Development	\$ 20,000	0.0%	\$ -
Board Meetings/Misc.	\$ 10,000	0.0%	\$ -
BOARD EXPENSES SUBTOTAL	\$ 45,000	0.0%	\$ -
TOTAL WSA CORPORATE BUDGET	\$ 8,780,800	0.7%	\$ 64,424
SUMMARY			
CORPORATE BUDGET			
Personnel	\$ 5,736,960	1.1%	\$ 64,424
Facility	\$ 500,378	0.0%	\$ -
Equipment/Related Costs	\$ 284,564	0.0%	\$ -
General Office Expenses	\$ 516,208	0.0%	\$ -
Professional Services	\$ 1,697,690	0.0%	\$ -
Board Expenses	\$ 45,000	0.0%	\$ -
TOTAL WSA CORPORATE BUDGET	\$ 8,780,800	0.7%	\$ 64,424

Workforce Solutions Alamo
Board Fiscal Year October 1, 2025 - September 30, 2026
FY26 Proposed Budget

	FY26 Budget Amendment #1	% Change	\$ Change
FACILITY & INFRASTRUCTURE BUDGET			
Facility Related Occupancy	\$ 4,511,406	0.0%	\$ -
Equipment Related	\$ 131,543	0.0%	\$ -
Rental of Equipment	\$ 59,683	0.0%	\$ -
Software Related	\$ 848,974	0.0%	\$ -
Communications	\$ 350,467	0.0%	\$ -
General Office	\$ 193,799	0.0%	\$ -
Other Professional Services	\$ 140,929	0.0%	\$ -
Reserve Facility	\$ 150,000	0.0%	\$ -
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,386,802	0.0%	\$ -
RESERVE UNOBLIGATED	\$ 14,111,623	14.6%	\$ 1,793,170
INITIATIVES	\$ 771,825	45.6%	\$ 241,878
SERVICE DELIVERY BUDGET			
Adult - Military Family Support (Bexar Only)		0.0%	\$ -
Military to Civilian Employment Program	\$ 214,184	42.0%	\$ 63,342
Adult - Non Custodial Parent (Bexar Only)	\$ 328,476	43.8%	\$ 100,008
Adult - Re-Employment Services	\$ 1,007,905	53.6%	\$ 351,574
Adult - SNAP E&T	\$ 632,696	18.8%	\$ 100,015
Adult - TANF	\$ 4,553,474	7.1%	\$ 300,112
Adult - Trade Act Services	\$ 5,000	11.1%	\$ 500
Adult - WIOA Adult	\$ 3,756,954	13.6%	\$ 450,076
Adult - WIOA Dislocated	\$ 3,191,080	23.2%	\$ 600,068
Adult - WIOA Rapid Response	\$ 50,321	21.9%	\$ 9,048
Youth - WIOA Youth	\$ 3,903,563	0.0%	\$ -
Child Care CCDF - Discretionary & Mandatory	\$ 117,393,314	4.5%	\$ 5,077,177
Child Care CCM - Match	\$ 7,595,230	0.0%	\$ -
Child Care CCP - DFPS Protective Services	\$ 7,806,848	1.3%	\$ 102,993
Child Care Quality	\$ 2,704,545	14.8%	\$ 348,429
Child Care Mentor	\$ 2,039,741	0.0%	\$ -
Child Care Quality - TRS Additional Distribution	\$ 4,732,602	0.0%	\$ -
Adult - Student Hireability Navigator	\$ 81,918	0.0%	\$ -
Adult - Training & Employment Navigator (Pilot Program)	\$ 9,999	-88.3%	\$ (75,158)
Adult - VRS Paid Work Experience	\$ 187,500	0.0%	\$ -
Facilities - Infra Support VR	\$ 151,737	0.0%	\$ (0)
Partner For Reentry Opp In Wd (PROWD)	\$ 352,350	5.0%	\$ 16,778
SNAP TTP Initiative	\$ 30,200	11.0%	\$ 3,000
Summer Earn & Learn	\$ 643,845	0.0%	\$ (76)
Teacher Externship	\$ 16,000	0.0%	\$ -
National Dislocated Woker - Disaster Recovery	\$ 395,911		
City of San Antonio - Ready To Work (Bexar Only)	\$ 7,417,037	-24.9%	\$ (2,453,068)
DOL - Infrastructure	\$ 543,061	0.2%	\$ 962
SERVICE DELIVERY BUDGET	\$ 169,745,491	3.3%	\$ 5,391,689
TOTAL BUDGET	\$ 199,796,541	3.9%	\$ 7,491,161

Workforce Solutions Alamo FY26 Budget Amendment #1
 October 1, 2025-September 30, 2026

Funding Source	EXPENDITURES													
	Original Budget FY	Grant Amount	Budget	Amendment #1								Service Delivery -	Service Delivery -	
	25-26	Updates	Amendment #1	Adjustment	Corporate	Facilities	Initiatives	Outreach	Ops	Clients	Reserve			
SERVICE DELIVERY - TWC														
Military to Civilian Employment Program	\$ 127,327	\$ 225,085	\$ 188,688	\$ 61,361	\$ 18,869	\$ -	\$ -	\$ -	\$ 76,796	\$ 93,023	\$ -			
Military to Civilian Employment Program	\$ 93,785	\$ 225,085	\$ 93,785	\$ -	\$ 9,379	\$ -	\$ -	\$ -	\$ 20,122	\$ 24,244	\$ 40,041			
Adult - Non Custodial Parent (Bexar Only)	\$ 351,409	\$ 437,578	\$ 432,421	\$ 81,012	\$ 103,945	\$ -	\$ -	\$ 6,122	\$ 257,885	\$ 64,469	\$ -			
Adult - Re-Employment Services	\$ -	\$ 1,628,778	\$ 236,877	\$ 236,877	\$ 12,330	\$ 34,312	\$ -	\$ -	\$ 190,235	\$ -	\$ -			
Adult - Re-Employment Services	\$ 918,281	\$ 1,437,723	\$ 1,437,723	\$ 519,442	\$ 342,232	\$ 277,821	\$ -	\$ 7,905	\$ 809,765	\$ -	\$ -			
Adult - SNAP E&T	\$ 1,268,933	\$ 1,136,512	\$ 1,136,512	\$ (132,421)	\$ 267,994	\$ 235,821	\$ -	\$ 10,681	\$ 497,615	\$ 124,400	\$ -			
Adult - TANF	\$ 252,119	\$ 6,590,722	\$ 528,676	\$ 276,557	\$ -	\$ -	\$ -	\$ -	\$ 422,941	\$ 105,735	\$ -			
Adult - TANF	\$ 6,636,840	\$ 6,636,840	\$ 6,186,840	\$ (450,000)	\$ 927,530	\$ 1,035,543	\$ -	\$ 5,733	\$ 3,215,274	\$ 803,791	\$ 198,968			
Adult - Trade Act Services	\$ 5,000	\$ 5,000	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000	\$ -			
Adult - WIOA Adult	\$ -	\$ 1,289,821	\$ 150,375	\$ 150,375	\$ -	\$ -	\$ -	\$ -	\$ 105,263	\$ 45,113	\$ -			
Adult - WIOA Adult	\$ 711,240	\$ 4,286,956	\$ 959,495	\$ 248,255	\$ -	\$ -	\$ -	\$ -	\$ 671,647	\$ 287,849	\$ -			
Adult - WIOA Adult	\$ 4,836,736	\$ 1,107,411	\$ 1,107,411	\$ (3,729,325)	\$ 129,548	\$ 159,414	\$ -	\$ 7,705	\$ 567,526	\$ 243,218	\$ -			
Adult - WIOA Adult	\$ -	\$ 3,729,325	\$ 3,729,325	\$ 3,729,325	\$ 518,193	\$ 472,627	\$ -	\$ 24,276	\$ 1,123,069	\$ 681,290	\$ 909,870			
Adult - WIOA Dislocated	\$ 868,175	\$ 1,149,558	\$ 853,255	\$ (14,920)	\$ -	\$ -	\$ -	\$ -	\$ 597,279	\$ 255,977	\$ -			
Adult - WIOA Dislocated	\$ -	\$ 3,520,747	\$ 716,672	\$ 716,672	\$ -	\$ -	\$ -	\$ -	\$ 501,670	\$ 215,002	\$ -			
Adult - WIOA Dislocated	\$ 4,111,151	\$ 1,001,187	\$ 1,001,187	\$ (3,109,964)	\$ 171,416	\$ 289,981	\$ 1,001,187	\$ 11,910	\$ 414,734	\$ 113,145	\$ -			
Adult - WIOA Dislocated	\$ -	\$ 3,109,964	\$ 3,109,964	\$ 3,109,964	\$ 542,819	\$ 699,995	\$ -	\$ 37,716	\$ 685,354	\$ 358,292	\$ 785,787			
Adult - WIOA Rapid Response	\$ 46,605	\$ 51,557	\$ 37,432	\$ (9,173)	\$ -	\$ -	\$ -	\$ -	\$ 37,432	\$ -	\$ -			
Adult - WIOA Rapid Response	\$ 1,432	\$ 51,557	\$ 12,889	\$ 11,457	\$ -	\$ -	\$ -	\$ -	\$ 12,889	\$ -	\$ -			
Facilities - Employment Services	\$ -	\$ 667,237	\$ 57,606	\$ 57,606	\$ 5,708	\$ 51,897	\$ -	\$ -	\$ -	\$ -	\$ -			
Facilities - Employment Services	\$ 570,891	\$ 787,839	\$ 787,839	\$ 216,948	\$ 78,836	\$ 709,003	\$ -	\$ -	\$ -	\$ -	\$ -			
Facilities - Veterans Employment Service	\$ 299,138	\$ 299,138	\$ 299,138	\$ -	\$ 29,914	\$ 269,224	\$ -	\$ -	\$ -	\$ -	\$ -			
Youth - WIOA Youth	\$ 1,048,918	\$ 5,910,587	\$ 1,716,541	\$ 667,622	\$ 279,891	\$ 199,065	\$ -	\$ 27,607	\$ 520,291	\$ 689,687	\$ -			
Youth - WIOA Youth	\$ 5,087,523	\$ 5,087,523	\$ 4,793,926	\$ (293,597)	\$ 803,453	\$ 487,614	\$ -	\$ 78,573	\$ 1,635,318	\$ 952,087	\$ 836,880			
SERVICE DELIVERY - TWC CHILD CARE														
Child Care CCDF - Discretionary & Mandatory	\$ -	\$ 125,506,409	\$ 3,308,275	\$ 3,308,275	\$ 87,284	\$ 9,952	\$ -	\$ -	\$ -	\$ 3,211,039	\$ -			
Child Care CCDF - Discretionary & Mandatory	\$ 120,587,242	\$ 120,587,242	\$ 120,587,242	\$ -	\$ 2,822,198	\$ 321,782	\$ -	\$ 180,184	\$ 6,338,270	\$ 107,663,821	\$ 3,260,987			
Child Care CCM - Match	\$ 4,108,087	\$ 7,595,230	\$ 7,595,230	\$ 3,487,143	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,595,230	\$ -			
Child Care CCM - Match	\$ 7,536,082	\$ 7,536,082	\$ 7,536,082	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,536,082			
Child Care CCP - DFPS Protective Services	\$ 8,109,321	\$ 8,722,082	\$ 8,217,734	\$ 108,414	\$ 410,887	\$ -	\$ -	\$ -	\$ -	\$ 7,806,848	\$ -			
Child Care Quality 2%	\$ 309,758	\$ 4,412,859	\$ 383,817	\$ 74,059	\$ -	\$ 38,324	\$ -	\$ -	\$ 176,827	\$ 168,666	\$ -			
Child Care Mentor	\$ 2,269,741	\$ 2,269,741	\$ 2,269,741	\$ -	\$ -	\$ 150,000	\$ -	\$ -	\$ 2,039,741	\$ -	\$ 80,000			
Child Care Quality	\$ 2,726,028	\$ 2,726,028	\$ 2,726,028	\$ -	\$ 212,650	\$ 78,920	\$ -	\$ -	\$ 657,552	\$ 1,700,000	\$ 76,905			
Child Care Quality - Board Strategic Planning	\$ 3,500	\$ 3,500	\$ 3,500	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 1,500	\$ -			
Child Care Quality 4%	\$ -	\$ 4,069,145	\$ 257,249	\$ 257,249	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 257,249	\$ -			
Child Care Quality 4%	\$ 4,732,602	\$ 4,732,602	\$ 4,732,602	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,475,353	\$ 257,249			
SERVICE DELIVERY - TWC SPECIAL INITIATIVES														
Adult - Student Hireability Navigator	\$ 192,500	\$ 210,000	\$ 184,666	\$ (7,834)	\$ 99,189	\$ 10,386	\$ -	\$ -	\$ 75,092	\$ -	\$ -			
Adult - Student Hireability Navigator	\$ 17,500	\$ 210,000	\$ 17,500	\$ -	\$ 9,355	\$ 1,319	\$ -	\$ -	\$ 6,827	\$ -	\$ -			
Adult - Training & Employment Navigator (Pilot Program)	\$ 111,918	\$ 195,856	\$ 38,743	\$ (73,175)	\$ 20,034	\$ 8,710	\$ -	\$ -	\$ 9,999	\$ -	\$ -			
Adult - VRS Paid Work Experience	\$ 187,500	\$ 187,500	\$ 187,500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 187,500	\$ -			
Facilities - Infra Support VR	\$ 732,289	\$ 798,861	\$ 734,881	\$ 2,592	\$ 73,229	\$ 519,773	\$ -	\$ -	\$ 141,879	\$ -	\$ -			
Facilities - Infra Support VR	\$ 66,572	\$ 798,861	\$ 66,572	\$ -	\$ 6,657	\$ 50,057	\$ -	\$ -	\$ 9,858	\$ -	\$ -			
Partner For Reentry Opp In Wd (PROWD)	\$ 374,722	\$ 1,174,500	\$ 391,500	\$ 16,778	\$ 39,150	\$ -	\$ -	\$ -	\$ 171,102	\$ 181,248	\$ -			
Resource Admin Grant	\$ 11,857	\$ 11,857	\$ 11,857	\$ -	\$ 1,186	\$ 10,671	\$ -	\$ -	\$ -	\$ -	\$ -			
SNAP TTP Initiative	\$ 30,000	\$ 33,000	\$ 33,000	\$ 3,000	\$ 2,800	\$ -	\$ -	\$ -	\$ 18,000	\$ 12,200	\$ -			
Summer Earn & Learn	\$ 900,000	\$ 900,000	\$ 900,000	\$ -	\$ 6,155	\$ -	\$ 250,000	\$ 1,435	\$ 131,262	\$ 511,148	\$ -			
Teacher Externship	\$ -	\$ 200,000	\$ 48,533	\$ 48,533	\$ -	\$ -	\$ 48,533	\$ -	\$ -	\$ -	\$ -			
Teacher Externship	\$ 200,000	\$ 200,000	\$ 200,000	\$ -	\$ -	\$ -	\$ 135,467	\$ -	\$ 16,000	\$ -	\$ 48,533			
Work Commission Initiatives	\$ 100,250	\$ 100,250	\$ 100,250	\$ -	\$ 4,303	\$ -	\$ 95,947	\$ -	\$ -	\$ -	\$ -			
National Dislocated Worker - Disaster Recovery	\$ -	\$ 723,455	\$ 436,952	\$ 436,952	\$ 41,042	\$ -	\$ -	\$ -	\$ 30,931	\$ 364,980	\$ -			
SPECIAL INITIATIVES														
City of San Antonio - Ready To Work (Bexar Only)	\$ 11,114,758	\$ 11,114,758	\$ 8,346,668	\$ (2,768,091)	\$ 603,995	\$ 245,315	\$ -	\$ -	\$ 2,726,824	\$ 4,690,213	\$ 80,321			
DOL - Infrastructure	\$ 597,648	\$ 2,000,000	\$ 608,966	\$ 11,318	\$ 46,628	\$ 19,276	\$ -	\$ 5,152	\$ 273,471	\$ 264,439	\$ -			
ADAM SCRIPPS FOUNDATION FUND	\$ -	\$ 187,500	\$ 167,258	\$ 167,258	\$ -	\$ -	\$ 167,258	\$ -	\$ -	\$ -	\$ -			
KRONKOWSKY FOUNDATION FUND	\$ -	\$ 21,000	\$ 12,121	\$ 12,121	\$ -	\$ -	\$ 12,121	\$ -	\$ -	\$ -	\$ -			
TEXAS MUTUAL INS COMPANY CHARITABLE GRANT	\$ -	\$ 62,500	\$ 62,500	\$ 62,500	\$ -	\$ -	\$ 62,500	\$ -	\$ -	\$ -	\$ -			
OTHER														
Unrestricted - Non-Federal	\$ 50,000	\$ 50,000	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -			
	\$ 192,305,379	\$ 357,714,548	\$ 199,796,542	\$ 7,491,163	\$ 8,780,799	\$ 6,386,802	\$ 771,825	\$ 405,000	\$ 25,186,737	\$ 144,153,754	\$ 14,111,623			

FOURTH AMENDED PARTNERSHIP AGREEMENT
B E T W E E N
THE CHIEF ELECTED OFFICIALS
A N D
THE ALAMO WORKFORCE DEVELOPMENT, INC.

This Fourth Amended Partnership Agreement (the "Agreement") is between the Chief Elected Officials (the "CEO's") of the Alamo Workforce Development Area (the "AWDA") and the Alamo Workforce Development, Board ("AWDB") acting by and through its Board of Directors (collectively, the "Parties").

WHEREAS, the CEO's entered into an agreement dated August 26, 1996, (the "Interlocal Agreement") attached hereto as amended and incorporated herein as Attachment "A," for the formation of the AWDB; and

WHEREAS, AWDB, incorporated as Alamo Workforce Development Inc., ("AWD") a non-profit corporation of Texas, was duly certified by the Governor of the State of Texas on November 7, 1996, is recognized as the entity in the AWDA, with the responsibility to provide policy planning, oversight, and evaluation for programs funded through the Texas Workforce Commission; and

WHEREAS, the CEO's and the AWDB entered into a partnership agreement in 1997 pursuant to federal and state laws setting forth the roles, responsibilities, relationships, and function of each party thereto and determining procedures for the development of the local workforce development plan; and

WHEREAS, the CEO's and AWDB desire to further amend the partnership agreement they entered into in 1997 and amended in 1998, 2003, 2012, and 2014; and

WHEREAS, this Agreement supersedes any and all previous partnership agreements among the parties.

NOW, THEREFORE, IN CONSIDERATION OF THE ABOVE PREMISES, BE IT RESOLVED THAT THE PARTIES HERETO AGREE AS FOLLOWS:

I. DEFINITIONS

- A. Administrative Entity: The entity designated to administer the local, workforce plan. The Administrative Entity is the AWDB.

- B. Area Judges: The County judges of Atascosa, Bandera, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, and Wilson Counties, and McMullen County, upon certification by the Texas Workforce Investment Council.
- C. Alamo Workforce Development Area or AWDA: The local workforce development area designated by the State, consisting of Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, and Wilson Counties, and McMullen County, upon certification by the Texas Workforce Investment Council.
- D. Alamo Workforce Development Board or AWDB: The local workforce development board appointed by the Committee of 6, and certified by the Governor.
- E. Alamo Workforce Development, Inc.: The non-profit corporation approved for incorporation by the State, to provide workforce services in the AWDA.
- F. Chief Elected Officials or CEOs: The thirteen (or fourteen with the inclusion of McMullen County) chief elected officials of the AWDA. These consist of the eleven (or twelve with the inclusion of McMullen County) Area Judges, the Bexar County Judge, and the Mayor of San Antonio.
- G. Committee of Six: A committee made up of two representatives each from the City of San Antonio, Bexar County, and the Area Judges to represent them on issues relating to this Agreement.
- H. Fiscal Agent: The entity responsible and accountable for the management of all workforce development funds available to the AWDA. The Fiscal Agent is AWDB.
- I. Grant Recipient: The entity designated to receive and disburse all workforce development funds allocated or otherwise made available to the AWDA. The Grant Recipient is AWDB.
- J. Local Plan: The AWDA plan required by the Texas Workforce Commission for delivery of workforce services as required by State and/or Federal law.

II. PURPOSE

This Agreement establishes the authority, roles, and responsibilities of the CEOs and AWDB with regard to workforce development and related issues.

III. TERM

This Agreement shall commence when the last signature is affixed hereto and shall continue until terminated in accordance with this paragraph. This Agreement may be terminated without cause on June 30 of any year by any CEO with six months prior written notice to AWDB and the other CEOs. This termination right supersedes the obligation of the CEOs to pursue dispute resolution in Article XV below.

IV. RESPONSIBILITIES OF CHIEF ELECTED OFFICIALS

- A. The Chief Elected Officials designate the AWDB as the Grant Recipient and Administrative Entity and may designate the fiscal agent for categorical and block grant workforce development funding made available to the AWDB.
- B. An Interlocal Agreement between the Chief Elected Officials establishes a Committee of 6 which includes the Chief Elected Officials or their designee of the City of San Antonio, Bexar County, and the Area Judges,. All official actions or requirements of the Chief Elected Officials in this agreement will be carried out by unanimous consent.
- C. The Committee of 6 shall fulfill those responsibilities required by applicable federal and state statutes, rules, policies, and procedures and agreed to in the Interlocal Agreement.
- D. The Committee of 6 shall review and comment upon the Local Plan and annual budget including any major modifications. Each member of the Committee of 6 will have their respective bodies approve the Local Plan and annual budget in a timely manner, according to State regulations and timelines.

V. RESPONSIBILITIES OF THE ALAMO WORKFORCE DEVELOPMENT BOARD

- A. Workforce development activities within the AWDA shall be overseen by the AWDB. Membership of the AWDB shall comply with State and Federal law.
- B. The responsibilities of AWDB include but are not limited to:
 - 1. Select and hire a Chief Executive Officer;
 - 2. Provide one position to provide staff support to the Committee of 6;
 - 3. Prepare the Local Plan required by applicable federal and state laws, rules and policies;

4. Provide policy guidance pertaining to the delivery of workforce development services;
4. Promote the cooperation, coordination, and leveraging of resources among public organizations, community organizations and private businesses involved in workforce development activities;
5. Procure and maintain assets, including but not limited to, office space, equipment, and expendable supplies necessary for operations;
6. Assist in soliciting nominations for AWDB membership;
7. Contract all services described in the Local Plan.
8. Facilitate input from the Committee of 6 staff on the budget and Local Plan in a timely manner prior to approval by the AWDB;
9. Direct program planning and budgeting and provide technical assistance;
10. Monitor and evaluate all contract services;
11. Ensure compliance with reporting requirements;
12. Develop local procedures and/or implement any state procedures to prevent misuse of funds by subcontractors, sub-grantees, and other recipients;
13. Audit funds required under law, to include the preparation of a United States Office of Management and Super Circular audit with management letter and responses, resolve any questions arising from said audits, and report all results of the audit to the Committee of 6 along with the Single Audit, management letter and responses;
14. Take action against subcontractors, sub-grantees, and other recipients to eliminate any abuses in their program and ensure that systems are serving eligible applicants in the eligible population;
15. Develop procedures for collection of any monies or funds from subcontractors, sub-grantees, and other recipients resulting from an audit disallowance as determined by state or federal agencies;
16. Approve all contracts in excess of amounts established by AWDB policy and resolution;
17. Any and all additional responsibilities required by AWDB and the Committee of 6; and
18. Removal of board members who are not in compliance with AWDB policy.

G. The AWDB shall remain incorporated as a non-profit corporation.

H. AWDB may provide programmatic services only if a waiver is first approved by the Committee of 6 and the Texas Workforce Commission. The Cities and Counties are not barred from providing programmatic services.

I. AWDB shall arrange for the annual monitoring and independent auditing of all

funds and shall resolve any disallowed costs questions to the extent possible. The Committee of 6 shall receive copies of all monitoring reports, independent audits and any legal actions brought against the AWDB and shall also receive status reports concerning the resolution of any monitoring or audit findings or legal actions.

- J. AWDB shall be responsible for obtaining input from and shall regularly inform the Committee of 6 on workforce development issues through quarterly written reports and/or presentations including regular briefing meetings with Committee of 6 staff.
- K. An AWDB member shall notify the Committee of 6 when that member has a change in residency outside the AWDA or changes employment to the extent that he or she do not represent the category that he or she were appointed to represent.
- L. AWDB shall maintain both liability insurance coverage, and a fidelity bond in sufficient amounts and other insurances in coverage amounts as applicable to state and federal regulations.

VI. RESPONSIBILITIES SHARED BY CEOs AND AWDB

- A. Review and Approval of the Local Plan. In consultation with the Committee of 6 staff, the AWDB will engage in a collaborative planning process that provides input by the Committee of 6 or their staff for a review and update of the Local Plan. The Local Plan and any modifications shall be developed by the AWDB in accordance with guidelines issued by the Texas Workforce Commission (TWC) and goals and objectives established by the Texas Workforce Investment Council. The Committee of 6 and their respective bodies shall review, comment upon and approve the Local Plan in accordance with Article IV (D) and within TWC timelines.
- B. Approval of AWDB's Annual Budget. AWDB shall develop an annual budget including all revenues and expenditures, and the Committee of 6 and their respective bodies shall review, comment upon and approve AWDB's budget and any modifications thereto, to the extent required by federal and state legislation, rules, policies or procedures.
- C. Approval of the AWDB Chief Executive Officer
 - 1. Prior to AWDB's initiation of a selection process, AWDB shall send a written notice to the CEO's describing the selection process and inviting the CEOs or their

designated representative to participate in the selection process for an Chief Executive Officer.

2. The AWDB shall solicit input/comment from the CEOs, or their designees, for the AWDBs use in evaluating the performance of the Chief Executive Officer.

VII. RESOURCE ALLOCATION

- A. All resource allocations within the AWDA shall, to the extent possible and practical and considering need, be based upon the federal and state formulas used to allocate funds to the AWDA.
- B. The AWDB shall establish a sufficient number of career centers within the AWDA to effectively carry out the intent of the above resource allocation paragraph.

VIII. INSURANCE AND LIABILITY

- A. AWDB shall maintain the required insurance (including the bond) during the term of this Agreement in accordance with the following:
 - 1. Under this Agreement, AWDB shall furnish a completed Certificates of Insurance to the Committee of 6, which shall be completed by an agent authorized to bind the named underwriter(s) and their company to the coverage, limits, and termination provisions shown thereon, and which shall furnish and contain all required information referenced or indicated thereon. The CEOs shall have no liability to pay or perform under this Agreement until such certificates are delivered and no CEO shall have the authority to waive this requirement.
 - 2. During the effective period of this Agreement, any increase in risk as defined by insurance provider and contractual obligations or increase in funds administered by AWDB will require AWDB to increase its insurance coverage.
 - 3. AWDB's financial integrity is of interest to the CEOs therefore, subject to AWDB's right to maintain reasonable deductibles, AWDB shall obtain and maintain in full force and effect for the duration of this Agreement, and any extension hereof, at AWDB's sole expense, insurance coverage written on an occurrence or claim made basis, by companies authorized and admitted to do business in the State of Texas and rated A or better by

A.M. Best Company and/or otherwise acceptable to the Committee of 6, in the types of amounts shown as Attachment "C".

4. The Committee of 6 shall be entitled, upon request and without expense, to receive copies of the policies and all endorsements thereto as they apply to the limits required by the, and may make a reasonable request for 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). Upon such request by the Committee of 6, the AWDB shall exercise reasonable efforts to accomplish such changes in policy coverage, and shall pay the cost thereof.
5. AWDB agrees that with respect to the required insurance, all insurance contracts and Certificate(s) of Insurance will contain the following required provisions:
 - a. Name the City of San Antonio, Bexar County and the Area Judges or their designated representatives as additional insured as respects operations and activities of, or on behalf of, the named insured performed under contract with the City of San Antonio, Bexar County and the Area Judges, with the exception of worker's compensation and professional liability policies;
 - b. Provide for an endorsement that the "other insurance" clause shall not apply to the City of San Antonio, Bexar County, or Area Judges where the City of San Antonio, Bexar County, or Area Judges are additional insured shown on the policy;
 - c. Workers' compensation and employers' liability policy will provide a waiver of subrogation in favor of the City of San Antonio, Bexar County and the Area Judges.
6. AWDB shall notify the Committee of 6 in the event of any notice of cancellation, non-renewal or material change in coverage and shall give such notices not less than thirty days prior to the change, or ten days notice for cancellation due to the non-payment of premiums, which notice must be accompanied by a replacement Certificate of Insurance.
7. If AWDB fails to maintain the aforementioned insurance, or fails to secure and maintain the aforementioned endorsements, the City of San Antonio, Bexar County, and Area Judges may obtain such insurance, and AWDB, upon request of the City of San Antonio, Bexar County or Area Judges,

shall reimburse the City of San Antonio, Bexar County or Area Judges for any and all reasonable costs incurred in obtaining such insurance; however, this is an alternative to other remedies the City of San Antonio, Bexar County or Area Judges may have and is not the exclusive remedy for failure of AWDB to maintain said insurance or secure such endorsements. In addition to any other remedies the City of San Antonio, Bexar County, or Area Judges may have, upon AWDB's failure to provide and maintain any insurance or policy endorsements to the extent and within the time herein required, the City of San Antonio, Bexar County, or Area Judges shall have the right to exercise any powers they may have in terminating the existence of the AWDB. Nothing herein contained shall be construed as limiting in any way the extent to which AWDB may be held responsible for payments of damages to persons or property resulting from AWDB's or its subcontractors' performance of the work covered under this Agreement.

B. Pursuant to this Agreement, to the extent possible and allowed by law, and to the extent that the purpose and the operation of the AWDB, programs are not substantially harmed, all liabilities and costs, disallowed costs, settlements, fines and judgments arising from or incurred by the City of San Antonio, Bexar County and Area Judges, for claims in excess of insurance limits and uninsured claims, related to the activities of AWDB shall be covered in the following manner:

1. At the discretion of the City of San Antonio, Bexar County and the Area Judges, said claims will be defended by their respective legal counsels. AWDB will reimburse the City of San Antonio, Bexar County and the Area Judges for all attorneys' fees, whether staff attorneys or contract attorneys, and associated legal costs, disallowed costs, settlements, fines and judgments;
2. As specified in VIII (B) above, disallowed costs shall be paid by the service provider(s) incurring the liability, then from the available insurance carrier or surety; and then from AWDB funds, any stand-in costs, or other funding sources.

C. All liabilities and costs accruing to the CEO's, including but not limited to, disallowed costs, settlements, attorneys' fees and court costs and judgements, which arise from or are related to activities covered by this agreement shall be covered as follows:

1. Recover funds from the service provider(s) and career center incurring the liability;

2. Recover funds from an insurance carrier or bond issuer;
3. To the extent allowed by law, cover liabilities from available AWDB funds;
and
4. To the extent liability arises for the repayment of Grant Funds which exceeds the priority established in this Section VIII, Paragraph C, 1-3, liability for repayment of Grant Funds shall be apportioned as follows:

- a. RURAL COUNTIES

In the event the liability for repayment of Grant Funds is directly attributable to services delivered to residents of the twelve (12) rural counties, the rural county in which services (benefits) were received shall assume liability for disallowance for those costs;

- b. COUNTY OF BEXAR / CITY OF SAN ANTONIO

In the event the liability for misuse of Grant Funds is directly attributable to services delivered to residents of the City of San Antonio or County of Bexar, the City and County shall each be liable for fifty percent (50%) of all costs;

- c. ADMINISTRATIVE OR NON-ATTRIBUTABLE

In the event the liability for misuse of Grant Funds is administrative or otherwise is not attributable in accordance with D.1 or D.2, above, the City of San Antonio shall be liable for forty percent (40%) of all costs, County of Bexar for forty percent (40%) of all costs and the twelve (12) rural counties shall be collectively liable for the remaining twenty percent (20%) of all costs.

IX. ENTIRE AGREEMENT

This Agreement represents the entire agreement by the parties. Any supplemental agreements or amendments must be evidenced in writing, and approved and executed in the same manner as this Agreement.

X. SEVERABILITY

Should any part of this Agreement be invalidated or otherwise rendered null and void, the remainder of this Agreement shall remain in full force and effect.

XI. CERTIFICATION

By adopting this Agreement, the parties also accept, and agree to the state required certification appended to this Agreement as Attachment “D” and incorporated herein by reference.

XII. ASSIGNMENT

No party may assign, sublet, subcontract, or transfer any interest in this Agreement without the written consent of the other parties.

XIII. NO OTHER OBLIGATIONS CREATED

By entering into this Agreement, the parties do not create any obligation, express or implied, other than those set forth herein, and this Agreement shall not create any rights in parties not signatories hereto.

XIV. IMMUNITY

It is expressly understood and agreed that in the execution of this Agreement, the parties do not waive, nor shall they be deemed to waive, any immunity or defense that would otherwise be available to each against claims arising in the exercise of governmental powers and functions.

XV. DISPUTES

Any disputes between or among the Principals and/or the AWDB shall be settled informally through mutual discussion and negotiation. In the event that a dispute arises which cannot be settled informally, a mediator shall be engaged to resolve the dispute. The mediator shall be any mutually acceptable individual. If a mediator cannot be agreed upon, then the Bexar County Dispute Resolution Center shall assign the mediator.

XVI. PRE-EMPTION

To the extent allowed by federal and state rules and regulations, all bylaws, rules, regulation, policies, and procedures adopted by AWDB shall be consistent with this Agreement. In the event any such action causes irreconcilable conflict with this agreement then this agreement binds and controls.

XVII. NOTICE

All notices required or permitted hereunder shall be in writing and shall be given to the following and addressed as follows:

City of San Antonio CEO:

Mayor, City of San Antonio
P. O. Box 839966
San Antonio, TX 78283-3966

with a copy to:

City Clerk, City of San Antonio
P. O. Box 839966
San Antonio, TX 78283-3966

Director of Economic Development
P. O. Box 839966
San Antonio, TX 78283-3966

Bexar County CEO:

County Judge, Bexar County
Bexar County Courthouse
San Antonio, TX 78205

with a copy to:

Economic Development Department
Bexar County
101 West Nueva Street, Suite 944
San Antonio, Texas 78205

Area Judges:

Chair Area Judges
8700 Tesoro Drive, Suite 700
San Antonio, TX 78217

with a copy to:

Vice-Chair Area Judges
8700 Tesoro Drive, Suite 700
San Antonio, TX 78217

If to AWD, send notices to:

Board Chair
Alamo Workforce Development, Inc.
115 E. Travis St., Suite 220
San Antonio, TX 78205

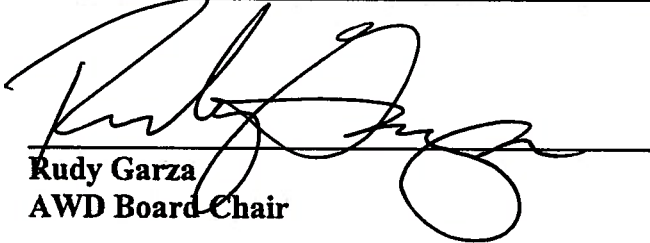
with a copy to:

Executive Director
Alamo Workforce Development Inc.
115 E. Travis St., Suite 220
San Antonio, TX 78205

XVIII. AUTHORITY

The undersigned officers are authorized to execute the Agreement on behalf of their unit of local government, and each certifies to the others that any necessary resolutions extending such authority have been duly passed and are now in full force and effect.

FOR THE ALAMO WORKFORCE DEVELOPMENT BOARD:


Rudy Garza
AWD Board Chair

Date 12/15/16

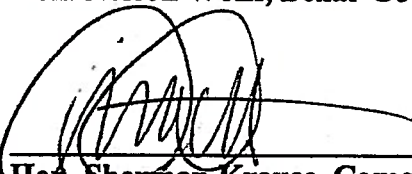
FOR THE CHIEF ELECTED OFFICIALS


Hon. Ivy Taylor Mayor, City of San Antonio

Date 12/15/16

Hon. Nelson Wolff, Bexar County Judge

Date


Hon. Sherman Krause, Comal County Judge
Chair, Area Judges

OCT. 26, 2016
Date

ATTACHMENT A – Interlocal Agreement

ATTACHMENT B – Conflict of Interest Disclosure and Declaration Policy

ATTACHMENT C – Insurance Coverage

ATTACHMENT D – State Required Certification

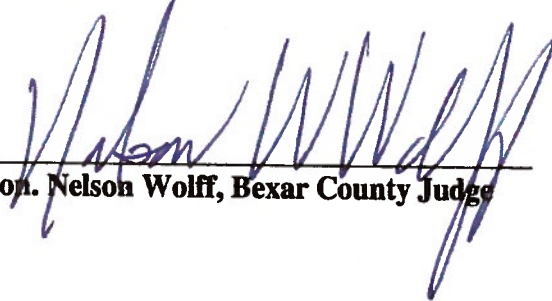
Adopted by:
Bexar County Commissioners Court —
City of San Antonio City Council —
AWD Board of Directors —
Area Judges —

AWD Board Chair

FOR THE CHIEF ELECTED OFFICIALS

Hon. Ivy Taylor Mayor, City of San Antonio

Date



Hon. Nelson Wolff, Bexar County Judge

11/15/2016
Date

**Hon. Richard Evans, Bandera County Judge
Chair, Area Judges**

Date

ATTACHMENT A – Interlocal Agreement

ATTACHMENT B – Conflict of Interest Disclosure and Declaration Policy

ATTACHMENT C – Insurance Coverage

ATTACHMENT D – State Required Certification

Adopted by:
Bexar County Commissioners Court —
City of San Antonio City Council —
AWD Board of Directors —
Area Judges —

WSA Interlocal / Partnership Agreement

Issue: Committee of 6 Structure			
Current	State/Fed Requirement	Alternative	Staff Recommendation
2 representatives from COSA, Bexar County, and Area Judges respectively	All Chief Elected Officials (CEO) in workforce area shall execute interlocal agreement to determine: <ul style="list-style-type: none"> • Lead CEO • Size of Board • Appointment process for Board Members • How to share resources 	No alternative. Co6 decided to keep same structure	

Issue: WSA Board Appointments			
Current	State/Fed Requirement	Alternatives	Staff Recommendation
Interviewed and recommended by Co6, appointed by Council, Commissioners' Court, etc.	Agreement by CEO's as defined in interlocal agreement	Board candidates interviewed & appointed by Committee of 6 directly (no full Council)	Accept Alternative

Issue: Budget			
Current	State/Fed Requirement	Alternatives	Staff Recommendation
Budget reviewed and approved by Principals (full body incl. City Council) and WSA Board	Approval by the Board (no requirement for approval by CEOs)	Budget reviewed and approved by WSA Board, Committee of 6 and full political bodies	Accept Alternative

Issue: Local Plan			
Current	State/Fed Requirement	Alternatives	Staff Recommendation
Local Plan reviewed and approved by Principals (full body incl. City Council) and WSA Board	Develop partnership agreement with Board (WSA) to define process for the strategic and operational plans	Local Plan reviewed and approved (when required by the state) by WSA Board, Committee of 6 and full political bodies	Accept Alternative

WSA Interlocal / Partnership Agreement

Issue: RFP for Major Service Provider			
Current	State/Fed Requirement	Alternatives	Staff Recommendation
WSA to send written notice to Principals of Major Service Provider RFP with timeline. Principals see draft RFP 2 weeks prior to release.	Approval by the Board (no requirement for approval by CEOs)	Leave to Board – stipulating it aligns with the Plan	Accept Alternative

Issue: Approval of AWDB Executive Director			
Current	State/Fed Requirement	Alternatives	Staff Recommendation
Principals or designee invited to participate in the selection process for an ED	Approval by the Board (no requirement for approval by CEOs)	CEO or designee on selection process / Board shall solicit information from CEOs on evaluating performance of ED	Accept Alternative

Issue: Term Limits			
Current	State/Fed Requirement	Alternatives	Staff Recommendation
Terms of 3 years limited to 2 terms; 6 years total	Staggered Terms	No Term Limits	Accept Alternative – be diligent in reappointments

INTERLOCAL AGREEMENT
FOR THE
ALAMO WORKFORCE DEVELOPMENT AREA
(Third Amendment)

This Interlocal Agreement is among the City of San Antonio and Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina and Wilson Counties, and McMullen County, upon certification by the Texas Workforce Investment Council.

For the purpose of this agreement the three Chief Elected Officials (“**CEO**”s) are; 1) City of San Antonio; 2) County of Bexar; and 3) the Judges who represent the following counties: Atascosa, Bandera, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina and Wilson Counties and McMullen County, upon certification by the Texas Workforce Investment Council (“**Area Judges**”).

WHEREAS, the State of Texas has authorized the formation of interlocal cooperation agreements between and among governmental entities; and

WHEREAS, the Governor of the State of Texas has established a single Workforce Development Area (“**WDA**”) covering the thirteen (13) county “Alamo” region; and

WHEREAS, the CEOs are required to adopt an Interlocal Agreement in order to retain local control of workforce development design management and funding decisions; and

WHEREAS, at least three-fourths of the chief elected officials in the WDA who represent units of general local government must agree to the creation of the board, including all of the CEOs who represent units of general local government having populations of at least two-hundred thousand (200,000). The elected officials agreeing to the creation of the board must represent at least seventy-five percent (75%) of the population of the workforce development area.

WHEREAS, the CEOs wish to appoint and empower a Local Workforce Development Board (“**LWDB**”); and

WHEREAS, the CEOs find that adoption of this agreement is in their common interest;

NOW, THEREFORE, and in consideration of the terms herein, the CEOs hereby agree as follows:

I. PURPOSE

The purpose of this agreement is to establish a unified workforce development system throughout the “Alamo” WDA. This Agreement also establishes the rights and responsibilities of the City of San Antonio, County of Bexar, and Area Judges.

II. TERM

This agreement shall commence when the last signature is affixed hereto and shall continue until terminated in accordance with this paragraph. Any of the CEOs may terminate this Agreement by giving advance written notice to each of the other CEOs on or before January 1st of the second year from the date of this Agreement. Termination shall be effective June 30th of said year.

III. CHIEF ELECTED OFFICIALS / COMMITTEE OF 6

A. Pursuant to the provisions of Chapters 791 and 2308 of the Texas Government Code, as amended, the CEOs hereby create an administrative entity to oversee workforce development issues to be known as the "Committee of 6."

B. The Committee of 6 shall have all of the powers, expressed or implied, authorized by Chapters 791 and 2308, Texas Government Code, and by this Agreement.

C. CEOs shall conduct oversight and shall fulfill those responsibilities required by applicable federal and state statutes, rules, policies, procedures, and grant agreements.

D. CEOs responsibilities shall include but need not be limited to the following areas:

1. Appointments to the LWDB;
2. Removal for cause of the LWDB members;
3. Review and approval of the workforce development Local Plan including major modifications to any of the aforementioned documents before submittal when required by the Texas Workforce Commission;
4. Review and approval of the LWDB's annual operating budget, to the extent required by federal and state legislation, rules, policies, procedures or grant agreements;

E. The Committee of 6 shall consist of two (2) representatives of the City of San Antonio, County of Bexar, and Area Judges. The representative so chosen shall be the CEO for that local government.

F. The Committee of 6 shall annually elect a Chair from its voting members to act as the Committee of 6's Chief Elected Official, as required by state or federal legislation, rules or regulations.

G. The Committee of 6 shall meet at least annually and at such other times as are necessary to ensure the implementation of this Agreement and the Partnership Agreement, as amended, between the CEOs and the Alamo Workforce Development, Inc. meetings may be called by any member of the Committee of 6.

H. Decisions of the Committee of 6 shall be by unanimous vote at meetings during which a quorum is present.

I. A quorum shall consist of one representative from the City of San Antonio, County of Bexar, and the Area Judges.

IV. THE LOCAL WORKFORCE DEVELOPMENT BOARD

A. Workforce development activities within the AWDA shall be overseen by a LWDB which will include, but not be limited to those required by state and federal law.

The majority of LWDB members, including the LWDB Chair, shall represent the private sector. The LWDB shall have a minimum of twenty-five (25) members, of which at least fifty percent (50%) are from the private for profit sector, or comply with current state or federal statutes, rules or regulations.

B. The LWDB members shall be nominated and appointed in accordance with and shall perform all functions required by applicable federal and state statutes, policies and procedures. The Committee of 6 will interview and will reach consensus upon a single slate of individual(s) for appointment to the LWDB as vacancies occur.

C. LWDB initial terms shall be for one, two or three years, as determined by lottery separately conducted for the private and public sector. Current board members are eligible to reapply for additional terms.

D. The CEOs shall incorporate the LWDB as a new non-profit organization. The LWDB shall employ the Alamo Workforce Development Area's ("AWDA") Chief Executive Officer and other necessary administrative personnel.

E. The LWDB shall perform only administrative functions and not be a direct provider of workforce service, unless the LWDB secures a waiver or State regulations are changed. Cities and Counties are not barred from providing workforce services.

F. The LWDB shall arrange for the annual monitoring and auditing of all funds and shall resolve any disallowed cost questions. The Committee of 6 shall receive copies of all audit and monitoring reports and any legal actions brought against the LWDB and shall also receive updates concerning the resolution of any monitoring or audit findings or legal actions.

G. The LWDB shall be responsible for obtaining input from and shall regularly inform the Committee of 6 on workforce development issues through periodic written reports and/or presentations.

H. Each Committee of 6 member or its designated representative shall be an ex-officio, non-voting member of the board and may attend any board meeting.

I. If a LWDB member changes employment, the member shall notify the LWDB Chair in writing. If the change results in that member not representing the sector from which they were appointed, their board membership shall expire immediately.

J. If a LWDB member transfers, relocates, or moves outside the AWDA, the member shall notify the LWDB Chair in writing and their LWDB membership shall expire immediately.

V. RESOURCE ALLOCATION

A. All resource allocations within the AWDA shall, to the extent possible and practical considering need, be based upon the federal and state formulas used to allocate funds (“Grant Funds”) to the AWDA.

B. The LWDB shall establish a sufficient number of career centers within the local workforce development area to effectively carry out the intent of the above resource allocation paragraph.

VI. LIABILITY

All liabilities and costs accruing to the CEO’s, including but not limited to, disallowed costs, settlements, attorneys’ fees and court costs and judgements, which arise from or are related to activities covered by this agreement or by the Chief Elected Official CEO/LWDB Agreement, shall be covered as follows:

A. Recover funds from the service provider(s) and career center incurring the liability;

B. Recover funds from an insurance carrier or bond issuer;

C. To the extent allowed by law, cover liabilities from available LWDB funds; and

D. To the extent liability arises for the repayment of Grant Funds which exceeds the priority established in this Section VI, Paragraphs A-C, liability for repayment of Grant Funds shall be apportioned as follows:

1. RURAL COUNTIES

In the event the liability for repayment of Grant Funds is directly attributable to services delivered to residents of the twelve (12) rural counties, the rural county in which services (benefits) were received shall assume liability for disallowance for those costs;

2. COUNTY OF BEXAR / CITY OF SAN ANTONIO

In the event the liability for misuse of Grant Funds is directly attributable to services delivered to residents of the City of San Antonio or County of Bexar, the City and County shall each be liable for fifty percent (50%) of all costs;

3. ADMINISTRATIVE OR NON-ATTRIBUTABLE

In the event the liability for misuse of Grant Funds is administrative or otherwise is not attributable in accordance with D.1 or D.2, above, the City of San Antonio shall be liable for forty percent (40%) of all costs, County of Bexar for forty percent (40%) of all costs and the twelve (12) rural counties shall be collectively liable for the remaining twenty percent (20%) of all costs.

VII. ENTIRE AGREEMENT

This agreement represents the entire agreement by the City of San Antonio and Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina and Wilson Counties, and McMullen County, upon certification by the Texas Workforce Investment Council.

Any supplemental agreements or amendments must be evidenced in writing, and approved and executed in the same manner as this agreement.

VIII. SEVERABILITY

Should any part of this agreement be invalidated or otherwise rendered null and void, the remainder of this agreement shall remain in full force and effect.

IX. CERTIFICATION

By adopting this agreement, the CEOs also accept and agree to the State required certification appended to this agreement as Attachment "A" and incorporated herein by reference.

X. ASSIGNMENT

No CEO may assign, sublet, subcontract or transfer any interest in this agreement without the written consent of the other CEOs.

XI. NO OTHER OBLIGATIONS CREATED

By entering into this agreement, the CEOs do not create any obligation, express or implied, other than those set forth herein, and this agreement shall not create any rights in parties not signatories hereto.

XII. IMMUNITY

It is expressly understood and agreed that in the execution of this agreement, the CEOs, either individually or jointly, do not waive, nor shall they be deemed to waive, any immunity or defense that would otherwise be available to each against claims arising in the exercise of governmental powers and functions.

XIII. DISPUTES

Any disputes between the CEOs and/or the LWDB shall be settled informally through mutual discussion and negotiation. In the event that a dispute arises which cannot be settled informally, a mediator shall be engaged to resolve the dispute. The mediator shall be any mutually acceptable individual. If a mediator cannot be agreed upon, then the mediator shall be assigned by the American Arbitration Association.

XIV. AUTHORITY

The undersigned officers are properly authorized to execute this agreement on behalf of their unit of local government, and each certifies to the other that any necessary resolutions extending such authority have been duly passed and are now in full force and effect.

Executed by the individual units of local government upon affixing their respective signatures.

ATTACHMENT A – Partnership Agreement

ATTACHMENT B – Conflict of Interest Disclosure and Declaration Policy

ATTACHMENT C – Insurance Coverage

ATTACHMENT D – State Required Certification

CITY OF SAN ANTONIO

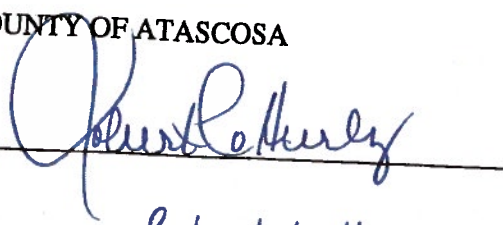
By: Ivy R. Taylor

Printed Name: Ivy R. Taylor

Position: Mayor of San Antonio

COUNTY OF ATASCOSA

By: _____

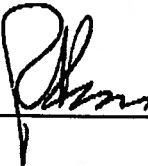


Printed Name: _____

Robert L. Hurley

Position: Atascosa County Judge

COUNTY OF BANDERA

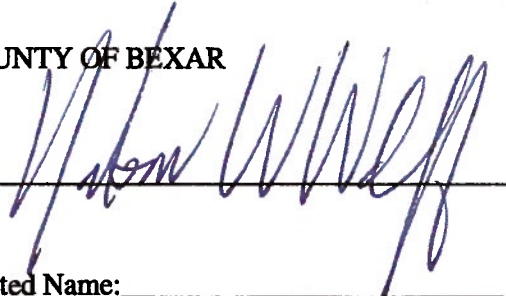
By:  _____

Printed Name: Richard A. Evans

Position: Bandera County Judge

COUNTY OF BEXAR

By: _____

A handwritten signature in blue ink, appearing to read "John W. Wells", is written over a horizontal line.

Printed Name: _____

Position: Bexar County Judge

COUNTY OF COMAL

By:  _____

Printed Name: SHERMAN KRAUSE

Position: Comal County Judge

COUNTY OF FRIO

By: Arnulfo C. Luna

Printed Name: Arnulfo C. Luna

Position: Frio County Judge



COUNTY OF GILLESPIE

By: 

Printed Name: MARK STROEMER

Position: Gillespie County Judge

COUNTY OF GUADALUPE

By:  _____

Printed Name: Kyle Kutscher

Position: Guadalupe County Judge

COUNTY OF KARNES

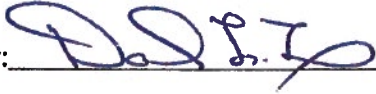
By: Walter R. Long, Jr

Printed Name: WALTER R. LONG, JR

Position: Karnes County Judge

11/8/2016

COUNTY OF KENDALL

By: 

Printed Name: Darrel L. Lux

Position: Kendall County Judge

COUNTY OF KERR

By: Tom Pollard

Printed Name: TOM POLLARD

Position: Kerr County Judge

COUNTY OF MCMULLEN

By: James E. Teal

Printed Name: JAMES E. TEAL

Position: McMullen County Judge

COUNTY OF MEDINA

By: Chris Schuchart

Printed Name: Chris Schuchart

Position: Medina County Judge



COUNTY OF WILSON

By: Richard L. Jackson

Printed Name: Richard L. Jackson

Position: Wilson County Judge



Committee of Six Meeting

April 22, 2026





I. CALL TO ORDER

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

III. DECLARATIONS OF CONFLICT OF INTEREST

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

IV. PUBLIC COMMENT

Presenter: Councilwoman Dr. Sukh Kaur – Vice-Chair, Committee of Six (Acting Chair for this meeting)

MEETING MINUTES OF DECEMBER 10, 2025 (DISCUSSION AND POSSIBLE ACTION)





FY26 Budget Amendment

Gabriela Navarro Garcia
Controller



WORKFORCE SOLUTIONS ALAMO (WSA) FY26 BUDGET AMENDMENT #1 (DISCUSSION AND POSSIBLE ACTION)





Budget Amendment

Workforce Solutions Alamo					
Board Fiscal Year October 1, 2025 - September 30, 2026					
FY26 Budget Amendment #1					
	FY26 Approved Budget	FY26 Budget Amendment #1	% Change	\$ Change	
SUMMARY					
CORPORATE BUDGET					
Personnel	\$ 5,672,536	\$ 5,736,960	1.1%	\$ 64,424	
Facility	\$ 500,378	\$ 500,378	0.0%	\$ -	
Equipment/Related Costs	\$ 284,564	\$ 284,564	0.0%	\$ -	
General Office Expenses	\$ 516,208	\$ 516,208	0.0%	\$ -	
Professional Services	\$ 1,697,690	\$ 1,697,690	0.0%	\$ -	
Board Expenses	\$ 45,000	\$ 45,000	0.0%	\$ -	
TOTAL WSA CORPORATE BUDGET	\$ 8,716,376	\$ 8,780,800	0.7%	\$ 64,424	
FACILITY & INFRASTRUCTURE BUDGET					
Facility Related Occupancy	\$ 4,511,406	\$ 4,511,406	0.0%	\$ -	
Equipment Related	\$ 131,543	\$ 131,543	0.0%	\$ -	
Rental of Equipment	\$ 59,683	\$ 59,683	0.0%	\$ -	
Software Related	\$ 848,974	\$ 848,974	0.0%	\$ -	
Communications	\$ 350,467	\$ 350,467	0.0%	\$ -	
General Office	\$ 193,799	\$ 193,799	0.0%	\$ -	
Other Professional Services	\$ 140,929	\$ 140,929	0.0%	\$ -	
Reserve Facility	\$ 150,000	\$ 150,000	0.0%	\$ -	
TOTAL FACILITY & INFRASTRUCTURE BUDGET	\$ 6,386,802	\$ 6,386,802	0.0%	\$ -	
Reserve Unobligated	\$ 12,318,454	\$ 14,111,623	14.6%	\$ 1,793,170	
Initiatives	\$ 529,947	\$ 771,825	45.6%	\$ 241,878	
Service Selivery	\$ 164,353,802	\$ 169,745,492	3.3%	\$ 5,391,690	
TOTAL BUDGET	\$ 192,305,381	\$ 199,796,542	3.9%	\$ 7,491,161	

Changes by Category

Corporate - There was an increase in personnel fringe benefits of \$64,424 due to increase of employee insurance rates. The approved corporate budget was \$8,716,376 and the amended budget will be \$8,780,800, a .7% increase.

Reserves - The reserve was initially budgeted at \$12,318,454. The board is projecting a \$1,793,170 increase or approximately 14.6% for a budget amount of \$14,111,623. This represents adjustments to Child Care service delivery cost due to the decreased target provided by TWC of children in care.

Initiatives - Initiatives were initially budgeted at \$529,947, which represented TWC, Workforce Initiatives that include jobs fairs such as Red White and YOU, and youth job fairs. The board is requesting to increase the project by \$241,878 for several grants that were extended or have been awarded since the initial budget approval.





Changes by Category

Service Delivery – primary Service Delivery adjustments of \$5,391,689 are as follow:

Program	Grant	Amount
Adult	RESEA	\$351,574
Adult	TANF	\$300,112
Adult	WIOA Adult	\$450,076
Adult	WIOA Dislocated	\$600,068
Child Care	CCDF, CCM, CCP, Quality	\$5,528,599
Non-TWC	Ready to Work	(\$2,453,068)
Total:		\$4,777,361

Recommendation

- Staff is requesting Board approval for FY 25-26 Budget Amendment #1, to increase the budget from \$192,305,381 to **\$199,796,542**, an increase of **\$7,491,161** or approximately **3.9%**





Questions





Possible Modifications to Partnership & Interlocal Agreements (Discussion)

Adrian Lopez, CEO, and Frank Burney, Counsel





Legal Documents

**Partnership
Agreement:**

*Document Included
in Packet*

**Interlocal
Agreement:**

*Document Included
in Packet*



Questions





CEO Report

Adrian Lopez





Federal Reserve
Bank of Dallas

Regional Economic Update: The Twists and Turns of 2025 and a Look Ahead

02/27/2026

Luis Torres

Workforce Solutions Alamo Board of Directors

DISCLAIMER: The views expressed are the authors' and do not necessarily reflect the views of the Federal Reserve Bank of Dallas or Federal Reserve System. Any data requests can be addressed to Diego Morales-Burnett at Diego.Morales-Burnett@dal.frb.org.

The views expressed are my own and do not necessarily reflect official positions of the Federal Reserve System.

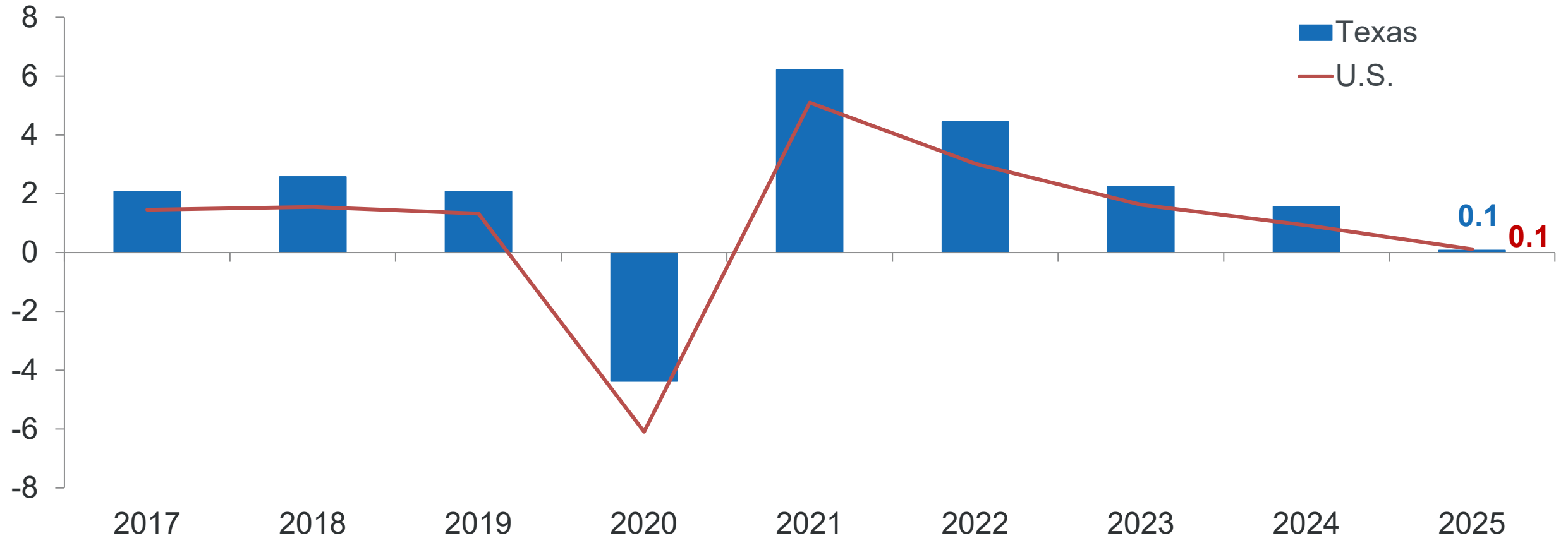
Overview

- Texas' economy slowed in 2025
 - Output growth was below average, and job growth was zero at best
 - Higher tariffs, falling immigration, federal government cutbacks & widespread policy uncertainty contributed to lower growth
 - Texas also contended with job losses in energy and high-tech and a downturn in residential construction
- Outlook for 2026 calls for a pickup in growth
 - Momentum in AI investment and data center construction will carry forward
 - Fiscal policy will add to growth, as will easier financial conditions and deregulation
 - FIFA World Cup
 - Headwinds include labor supply constraints, residential housing markets, low oil prices, and cuts to safety net programs
 - Outcome of USMCA renegotiation also pivotal for Texas

Recent Economic Activity and Labor Markets

Texas payrolls held steady in 2025

Job growth (percent)*



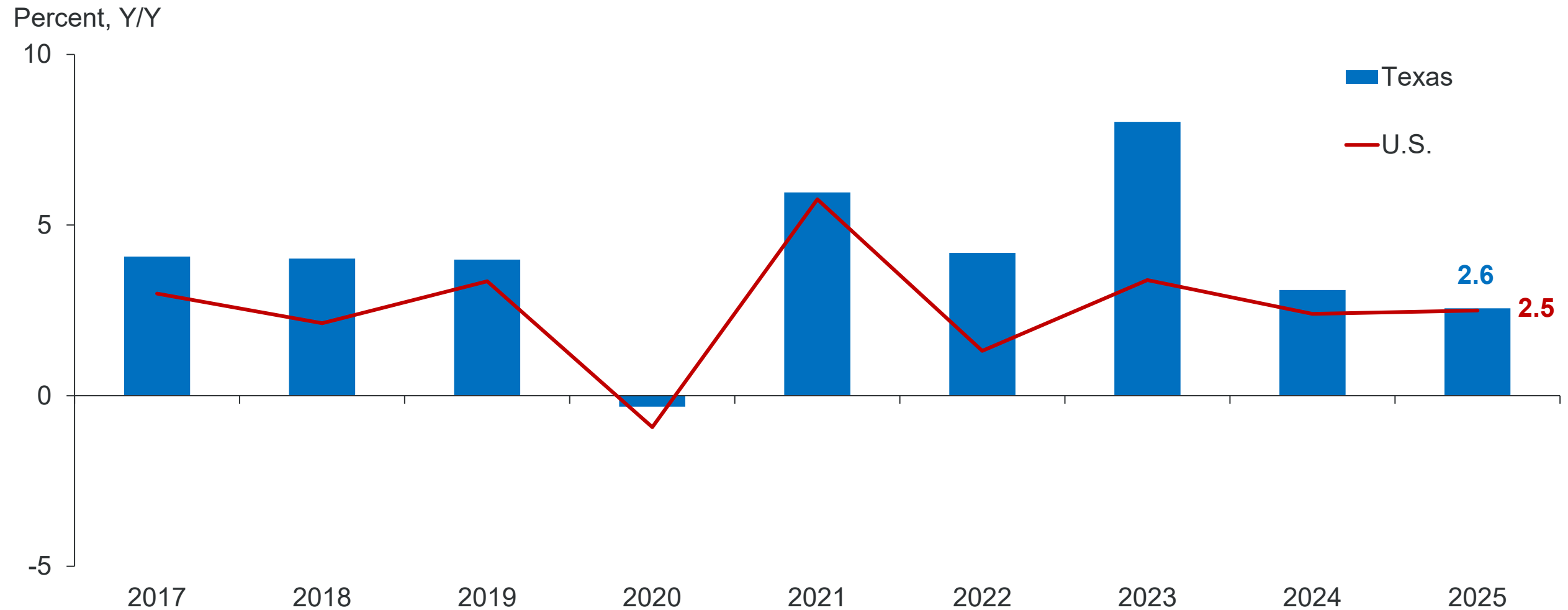
*Seasonally adjusted, annualized rate.

NOTE: Last data point is annualized job growth Dec. 2025/Dec. 2024.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas.

DATA: <https://www.dallasfed.org/research/econdata/tae000000.aspx>

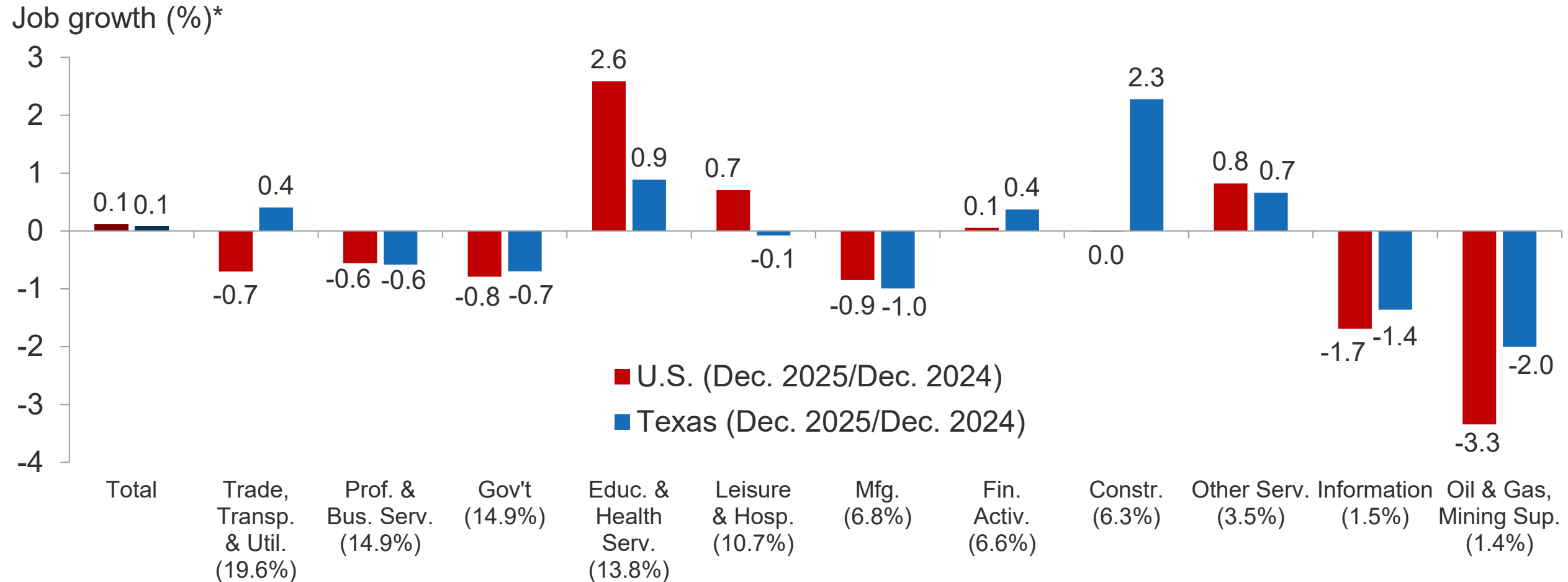
Meanwhile, GDP growth held up in both Texas, U.S.



NOTES: Shown is Q4/Q4, real GDP growth. 2025 data is Q3 '25/Q4 '24 annualized for U.S. and Texas.

SOURCES: Bureau of Economic Analysis.

Texas employment levels flat in 2025



*Seasonally adjusted, annualized rate.

NOTE: Numbers in parenthesis indicate share of total state employment for most recent monthly data.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas.

DATA: <https://www.dallasfed.org/research/econdata/tx-emp-ind.aspx>

San Antonio employment declined last year

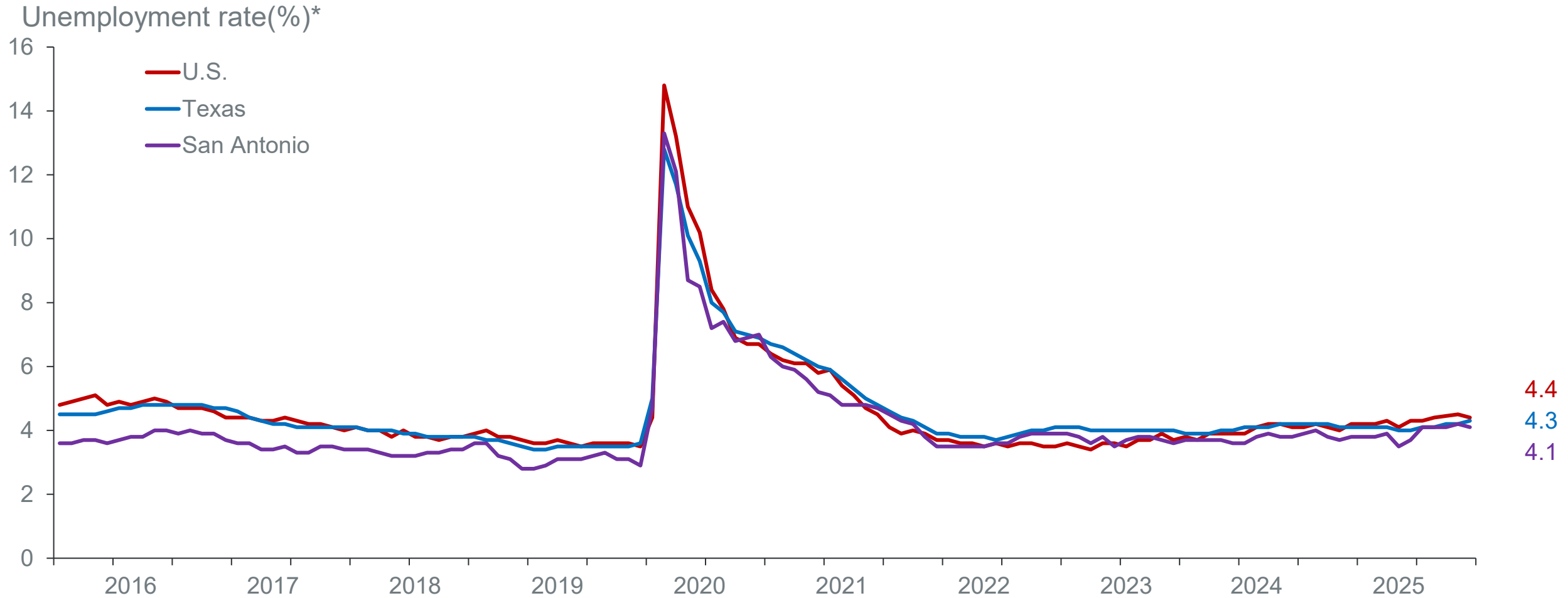
San Antonio Employment growth



NOTE: Data show seasonally adjusted and annualized percentage employment growth by sector. Numbers in parentheses represent the shares of total employment and may not sum to 100 due to rounding.

SOURCE: Texas Workforce Commission; Bureau of Labor Statistics.

While San Antonio unemployment below Texas and U.S.



*Seasonally adjusted.

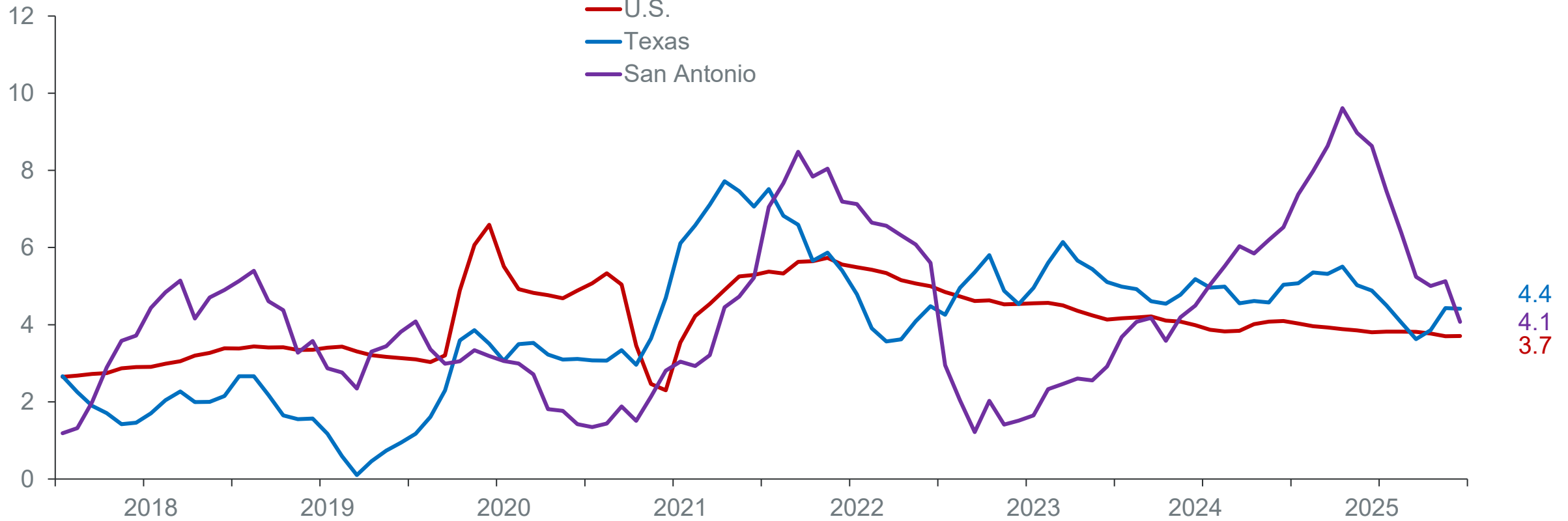
NOTE: Data are through December 2025.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; Federal Reserve Bank of Dallas.

DATA: [Texas Employment by Industry - Dallasfed.org](https://dallasfed.org/research/employment/texas)

San Antonio wage growth slows

Private Sector Average Hourly Earnings
Percent change year-over-year



*Seasonally adjusted and three-month moving average

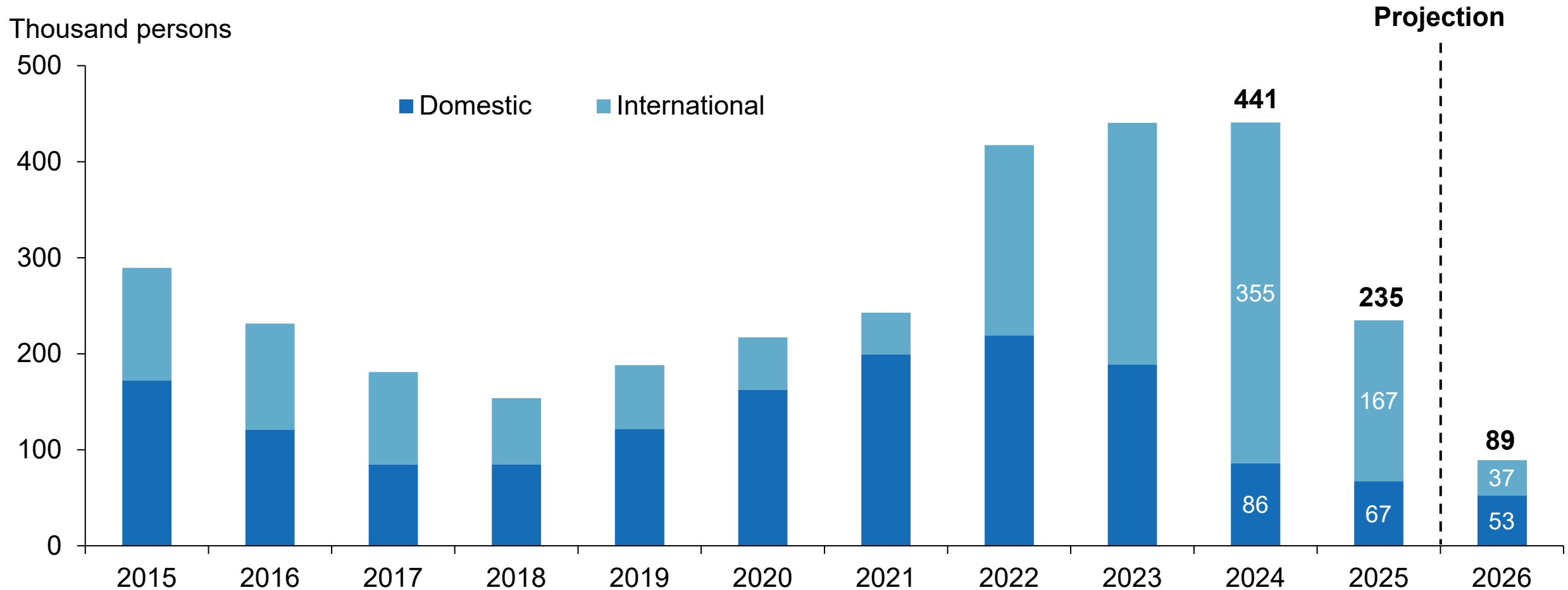
NOTE: Data are through December 2025.

SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; Federal Reserve Bank of Dallas.

DATA: [Texas Employment by Industry - Dallasfed.org](https://dallasfed.org/research-and-data/texas-employment-by-industry)

Domestic and international Migration

A big reason for the drop off in job growth is less immigration

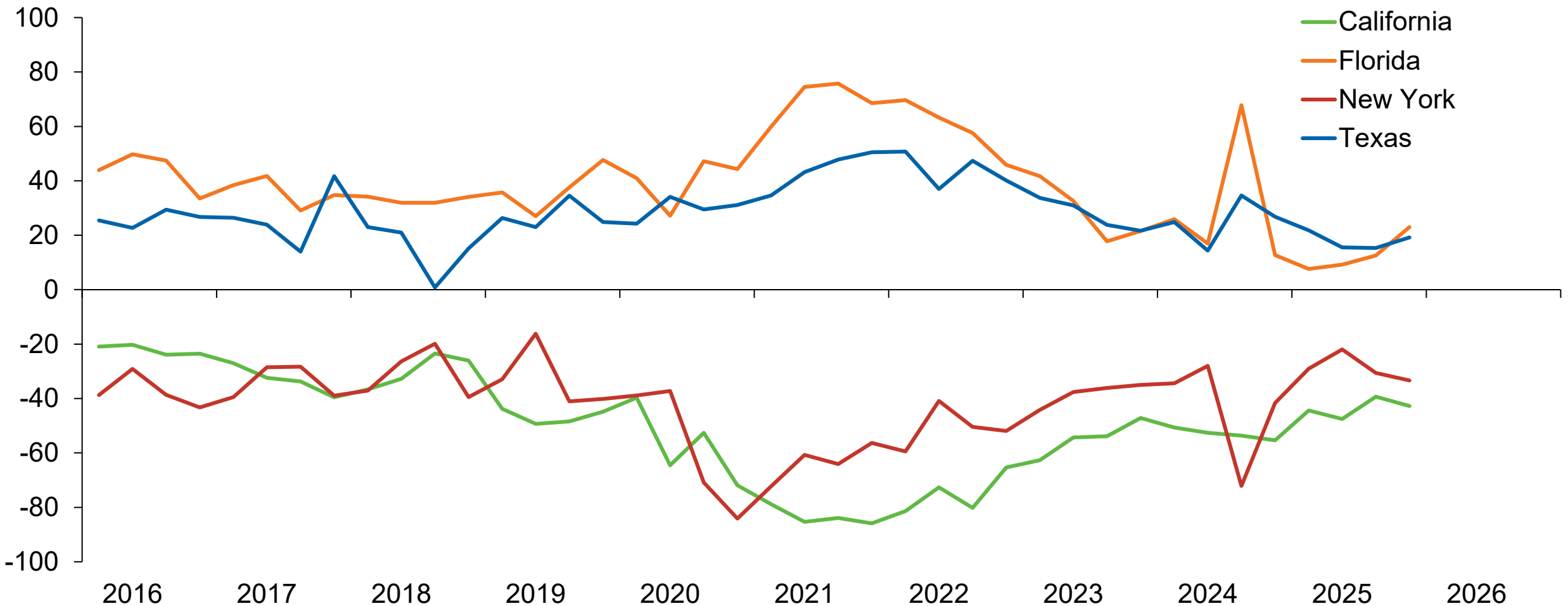


NOTES: Shown are annual net domestic and net international migration to Texas. Change is July to July. Estimate for 2026 is authors' projection.

SOURCE: Census Bureau; authors' calculations.

Net domestic migration to Texas has also slowed

Net-migration, thousands

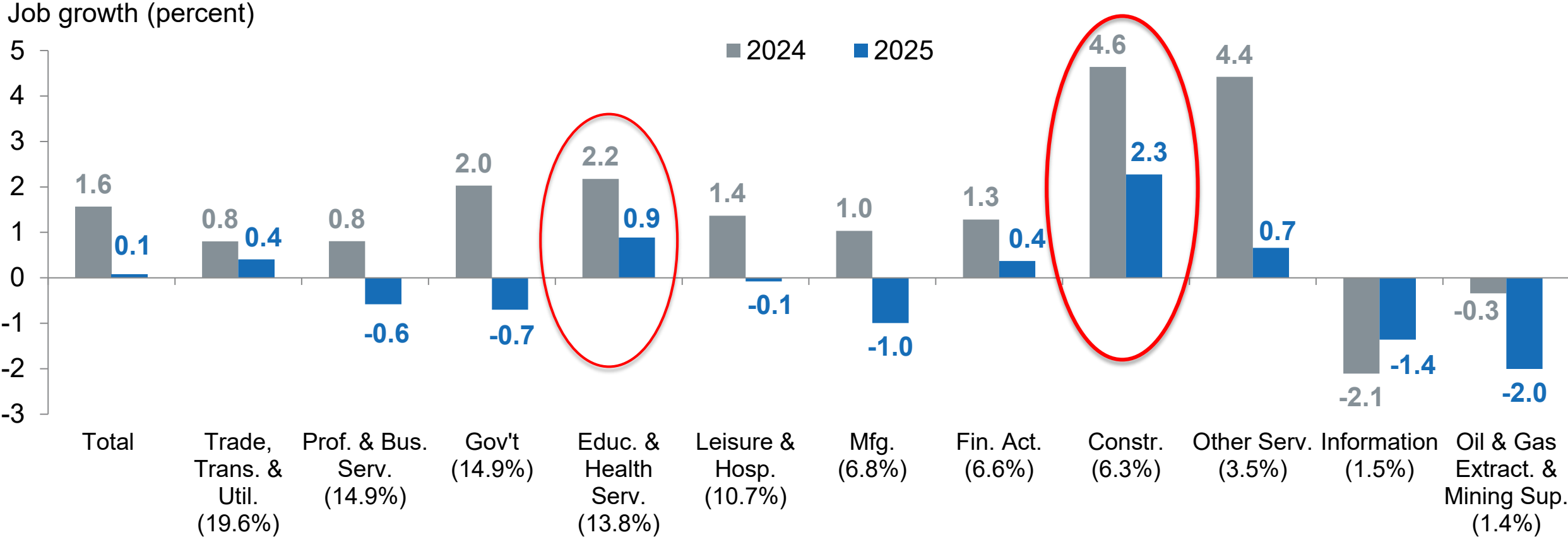


NOTES: Shown are estimated net migration flows. Data are seasonally adjusted and quarterly through Q4 2025.

SOURCE: Equifax Consumer Credit Panel; seasonal and other adjustments by Dallas Fed.

Construction and Real Estate

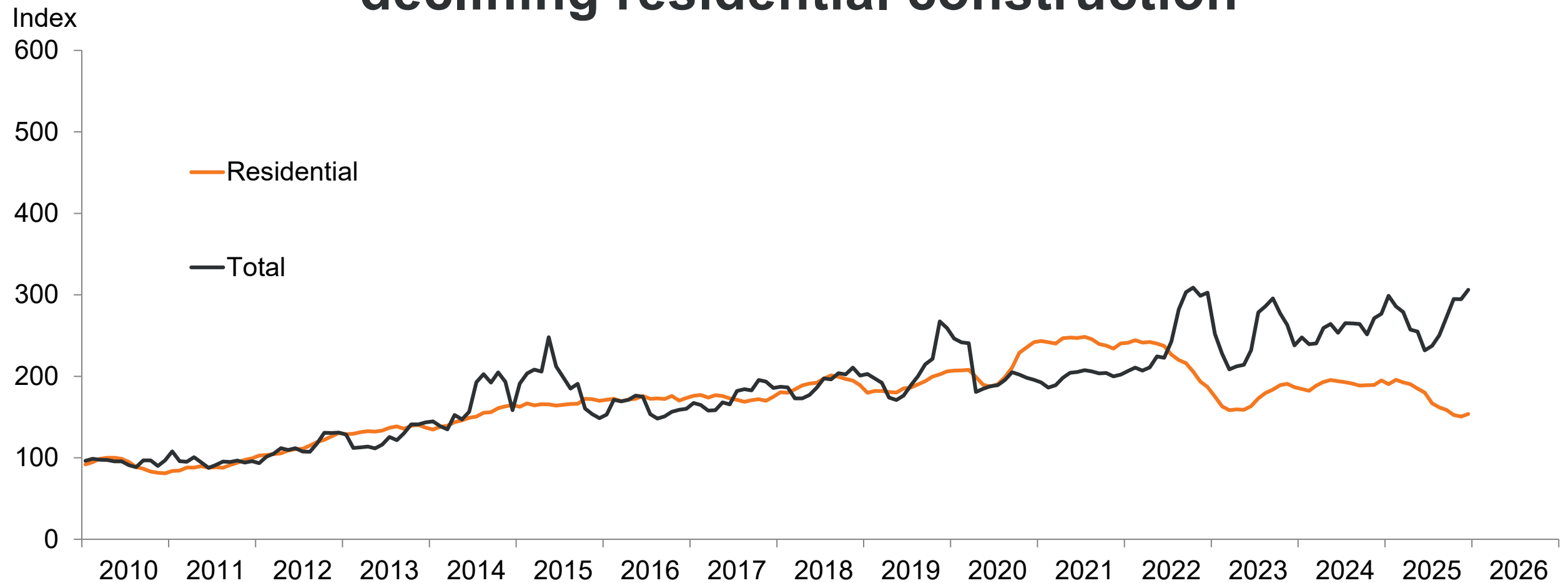
Construction boom? Texas job growth concentrated in Construction and Health sectors



NOTE: Data are seasonally adjusted and Dec/Dec growth. Numbers in parenthesis indicate share of total state employment for most recent monthly data.

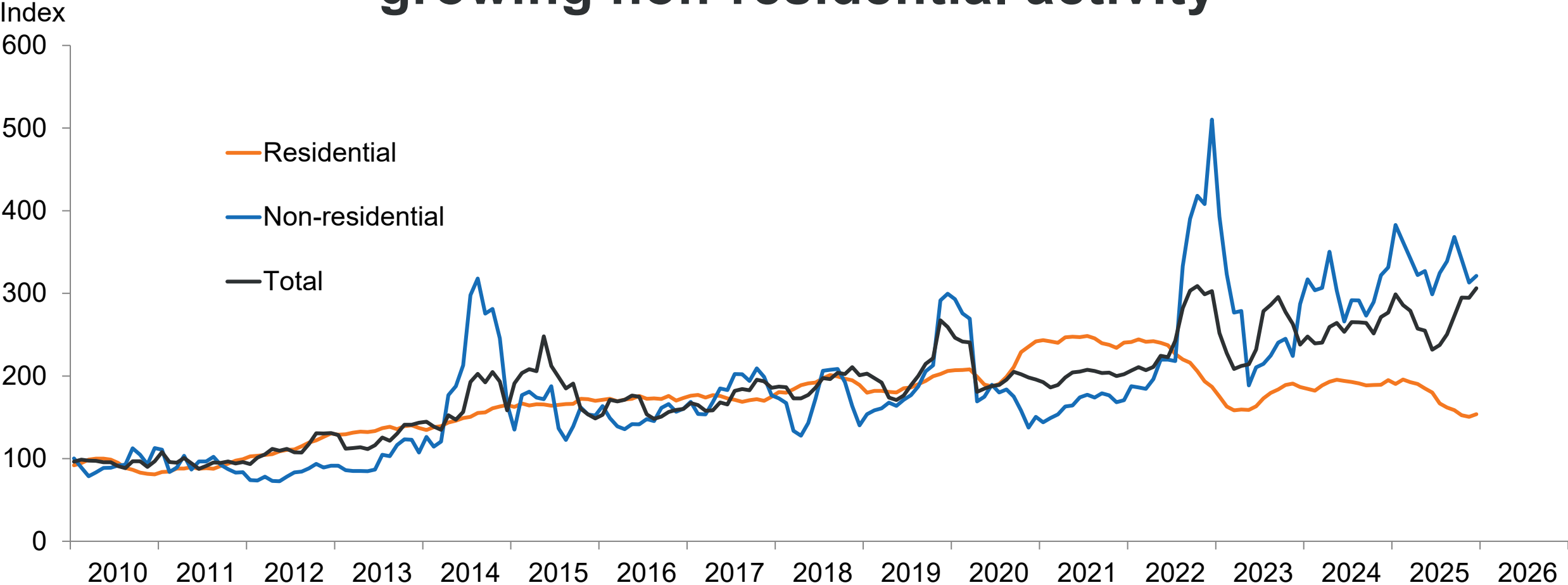
SOURCES: Bureau of Labor Statistics; Texas Workforce Commission; seasonal and other adjustments by FRB Dallas

Construction contract values recover mid year despite declining residential construction



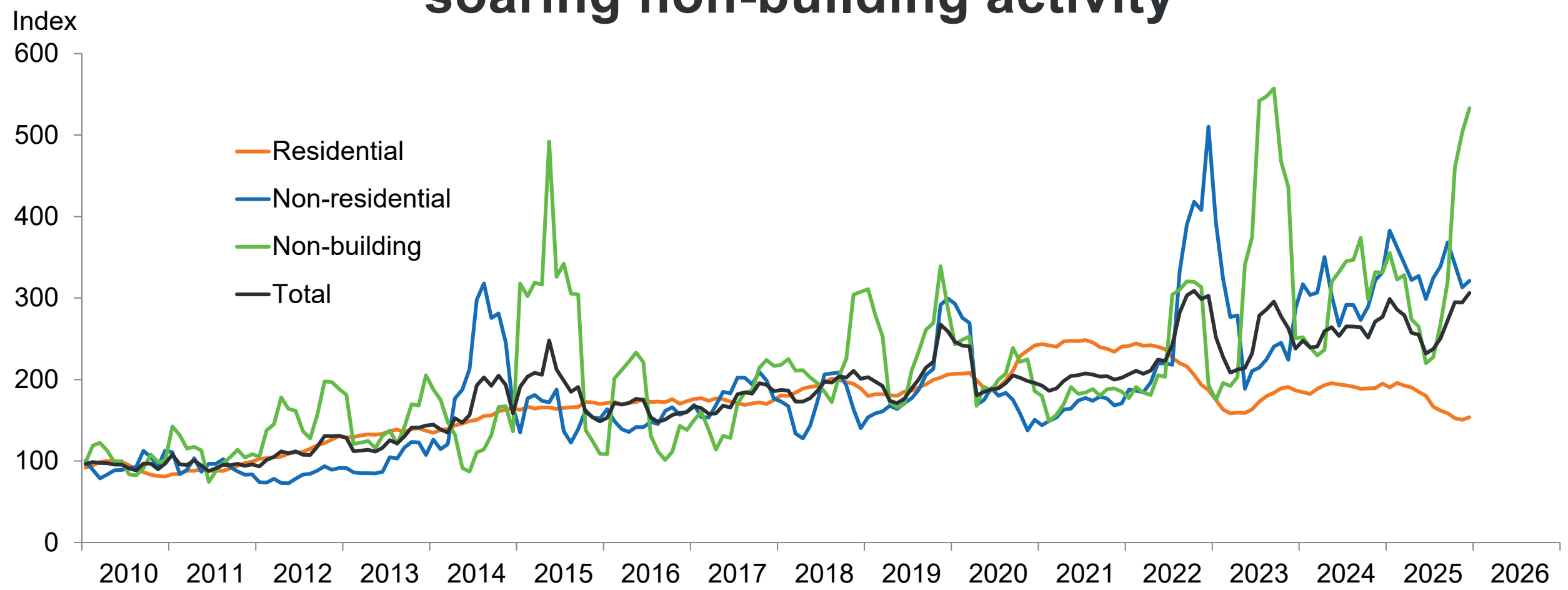
NOTES: Data are a 5-month moving average of seasonally adjusted real Texas construction contract values through December 2025. Values are indexed and Jan. 2010 = 100.
SOURCES: Dodge Construction; Federal Reserve Bank of Dallas.

Construction contract values recover mid year driven by growing non-residential activity



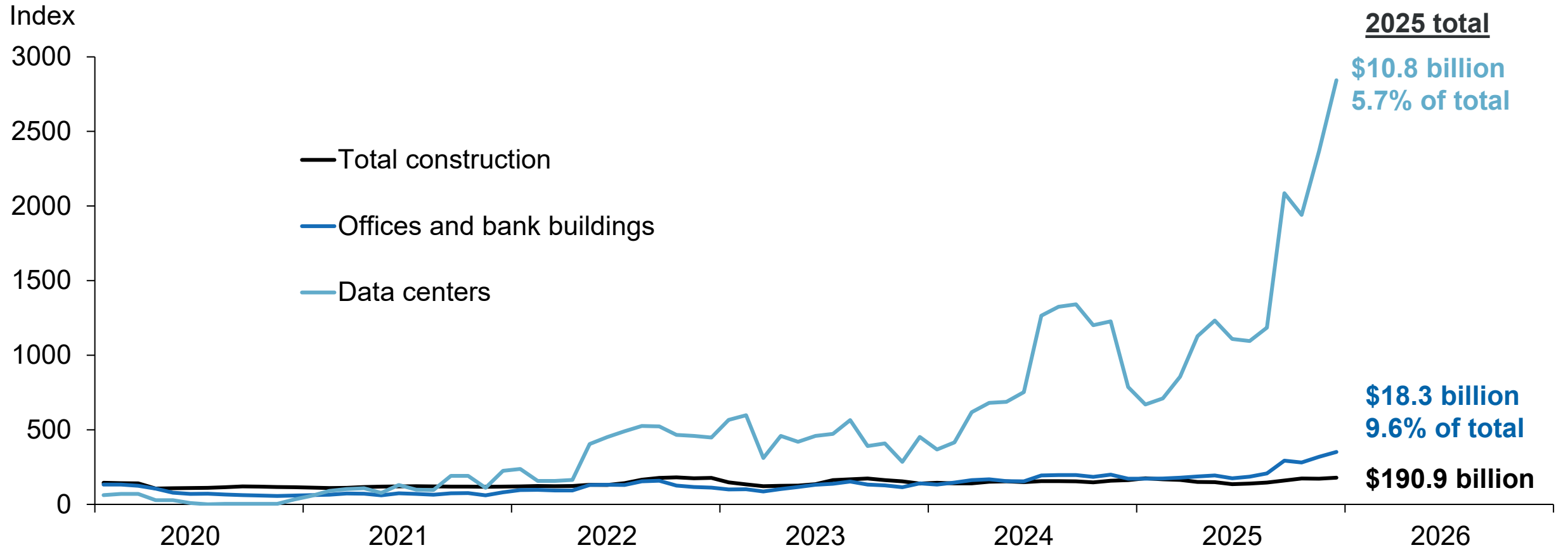
NOTES: Data are a 5-month moving average of seasonally adjusted real Texas construction contract values through December 2025. Values are indexed and Jan. 2010 = 100. SOURCES: Dodge Construction; Federal Reserve Bank of Dallas.

Construction contract values recover mid year driven by soaring non-building activity



NOTES: Data are a 5-month moving average of seasonally adjusted real Texas construction contract values through December 2025. Values are indexed and Jan. 2010 = 100. SOURCES: Dodge Construction; Federal Reserve Bank of Dallas.

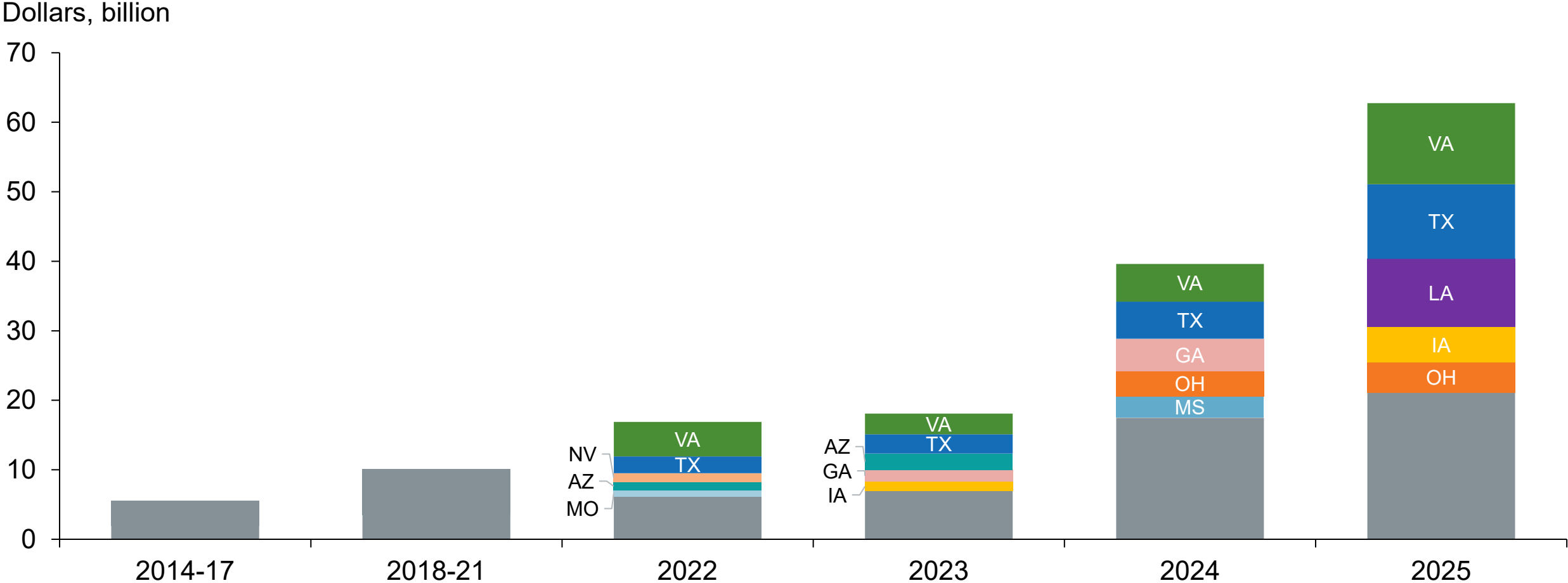
Growth in data center construction far outpacing overall construction activity since 2022



NOTES: Shown are indexed construction contract values for total building, offices and bank buildings, and data center projects in Texas. Contract values are real. Data are indexed such that January 2020 = 100, seasonally adjusted, and smoothed with a 5-month moving average through December 2025.

SOURCE: Dodge Construction; seasonal and other adjustments by Federal Reserve Bank of Dallas.

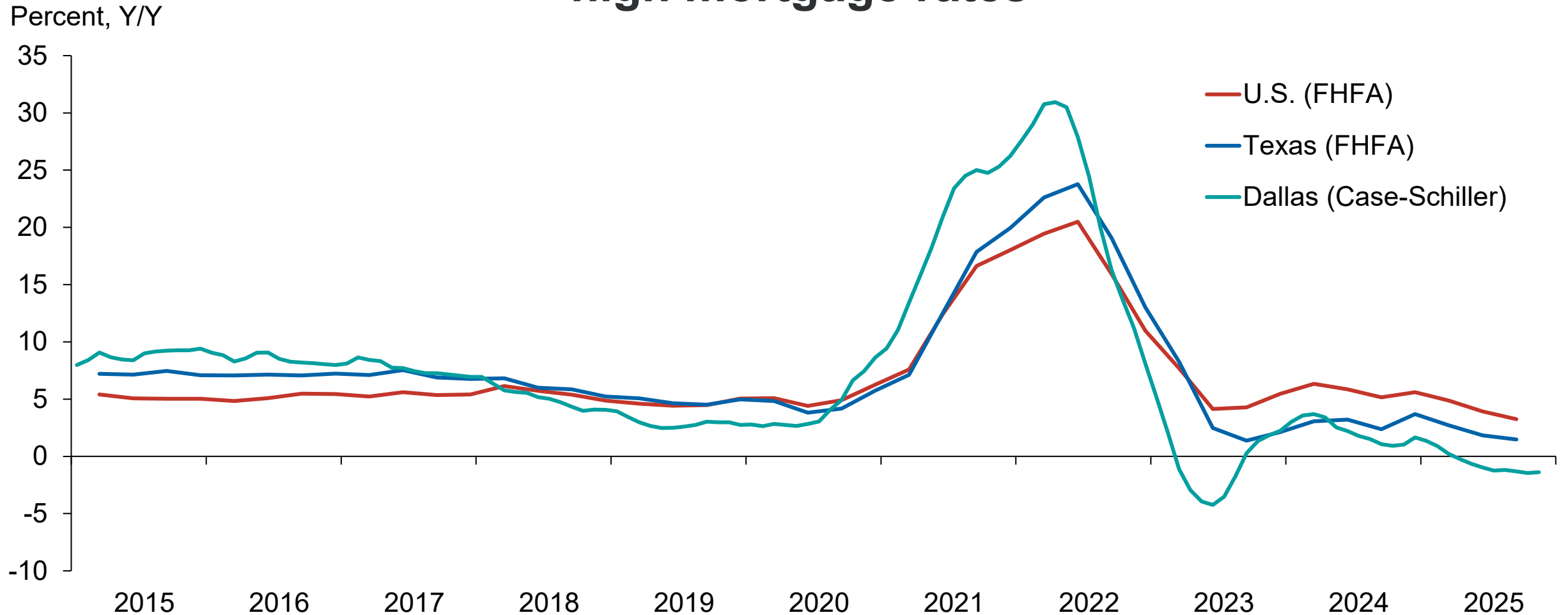
Texas second among states for data center construction



NOTES: Shown are total real annual construction contract values for data centers in the nation in 2025 dollars. Bars from 2022-2025 are broken out by the top 5 states and the rest of the nation. Bars for 2014-2017 and 2018-2021 show average annual contract values.

SOURCE: Dodge Construction.

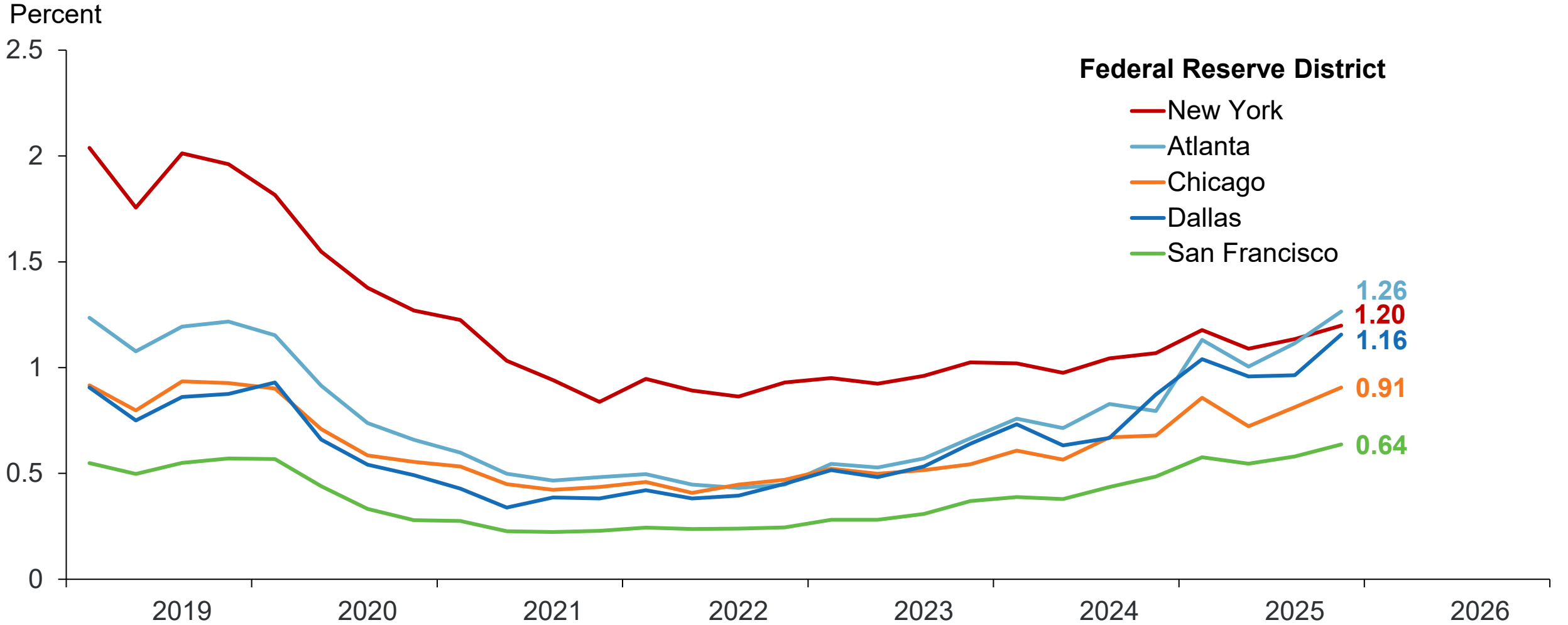
Residential construction in Texas suppressed by falling prices, high mortgage rates



NOTES: Shown are home price indices. FHFA indices are quarterly through Q3 2025. Case-Schiller index is monthly through November 2025.

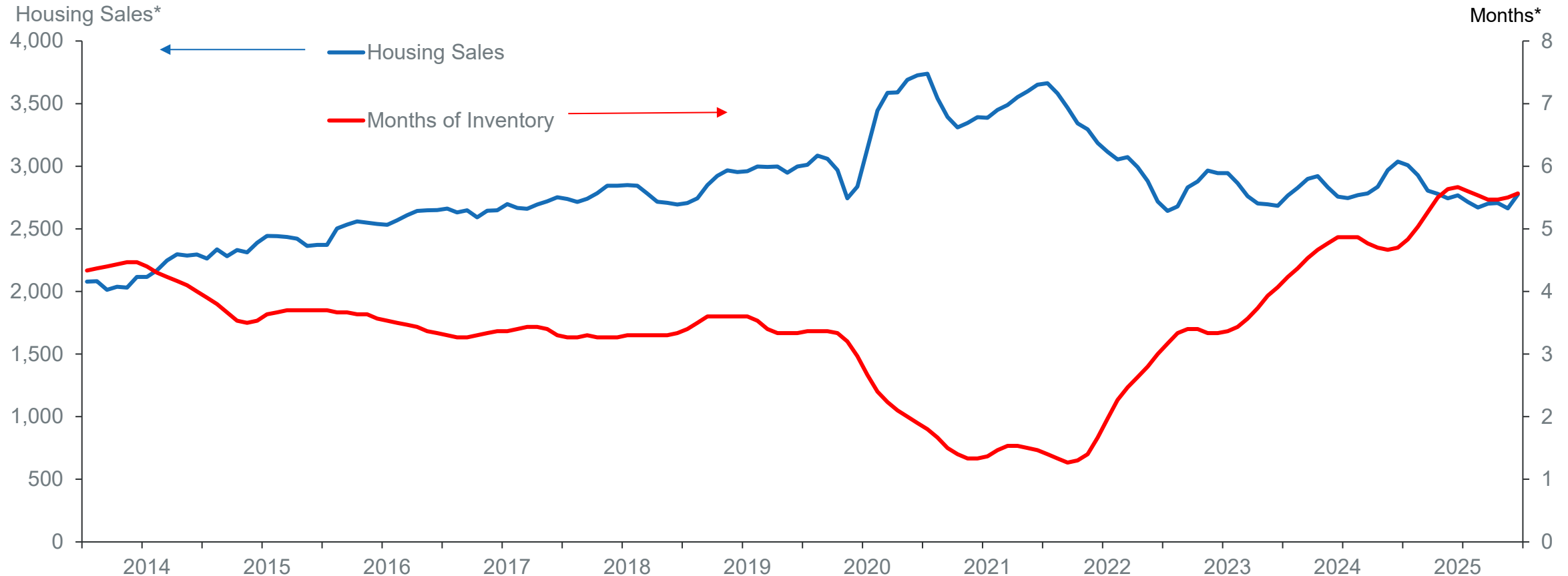
SOURCES: S&P Core Logic; Federal Housing Finance Agency.

High insurance costs, property taxes may be contributing to rising delinquency rates, which are now above 2019 level



NOTES: Shown are mortgage delinquency rates for severely delinquent loans (90+ days) by Federal Reserve District.
 SOURCE: Federal Reserve Bank of New York Consumer Credit Panel.

San Antonio housing sales decline, while months of inventory stabilize

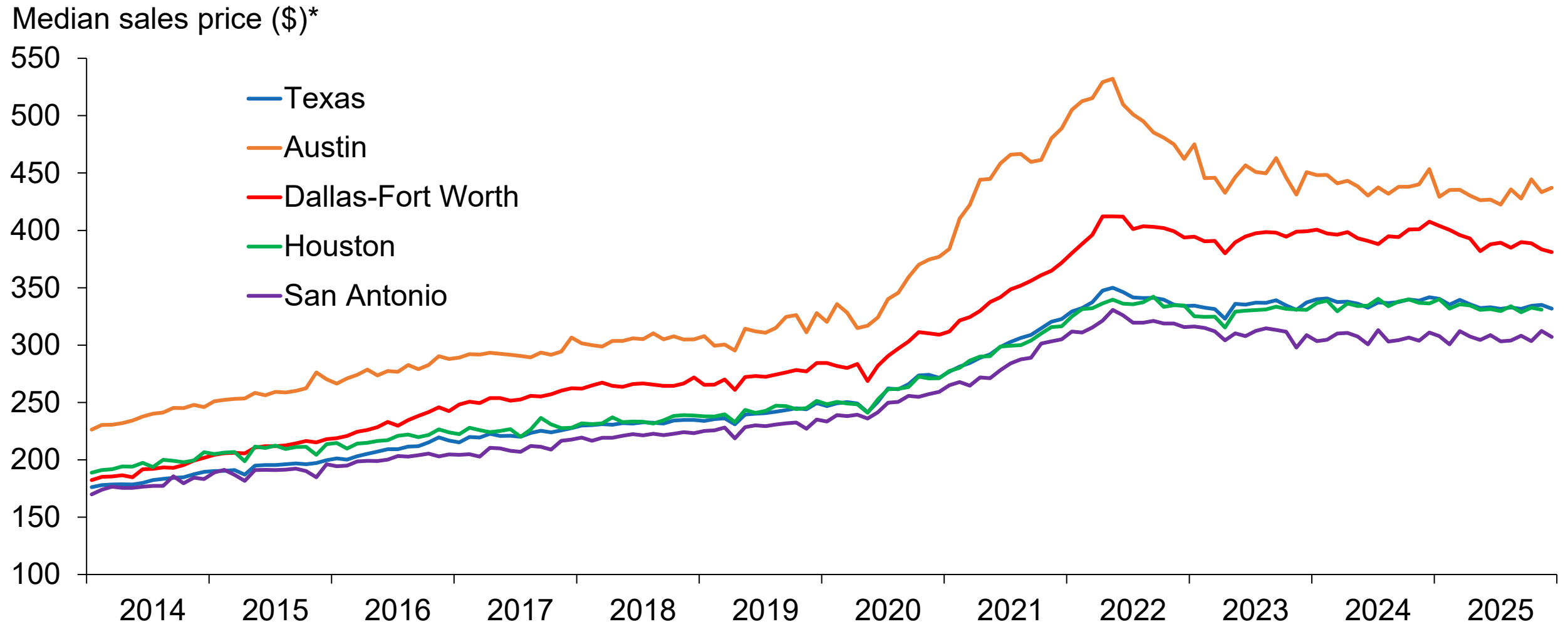


*Seasonally adjusted and three-month moving average.

NOTE: Data measure sales of residential units (single-family homes, condominiums and townhomes). Existing-Home sales. Data are through December 2025.

SOURCE: Multiple Listing Service; Real Estate Center at Texas A&M University; adjustments by the Dallas Federal Reserve Bank.

Texas median home prices tick down except in Austin



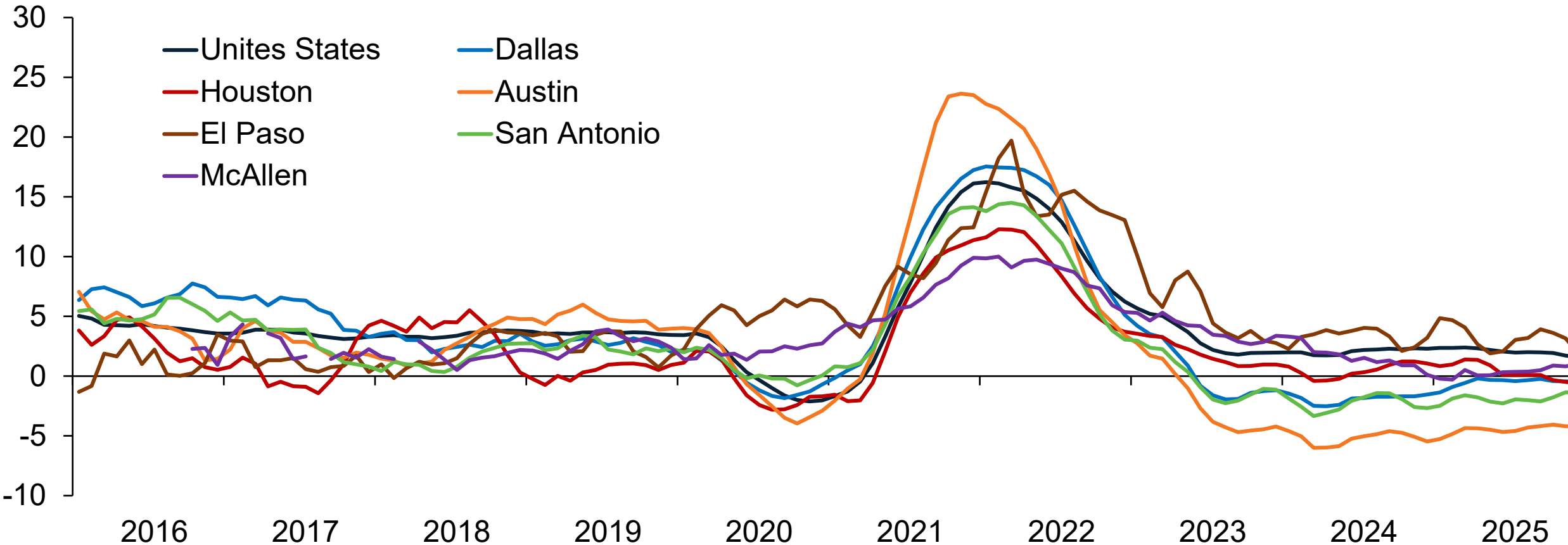
*Seasonally adjusted.

NOTES: Data are monthly through November 2025 for Houston; December 2025 for the rest.

SOURCES: Multiple Listing Service; seasonal and other adjustments by Federal Reserve Bank of Dallas.

San Antonio apartment rents are trending down

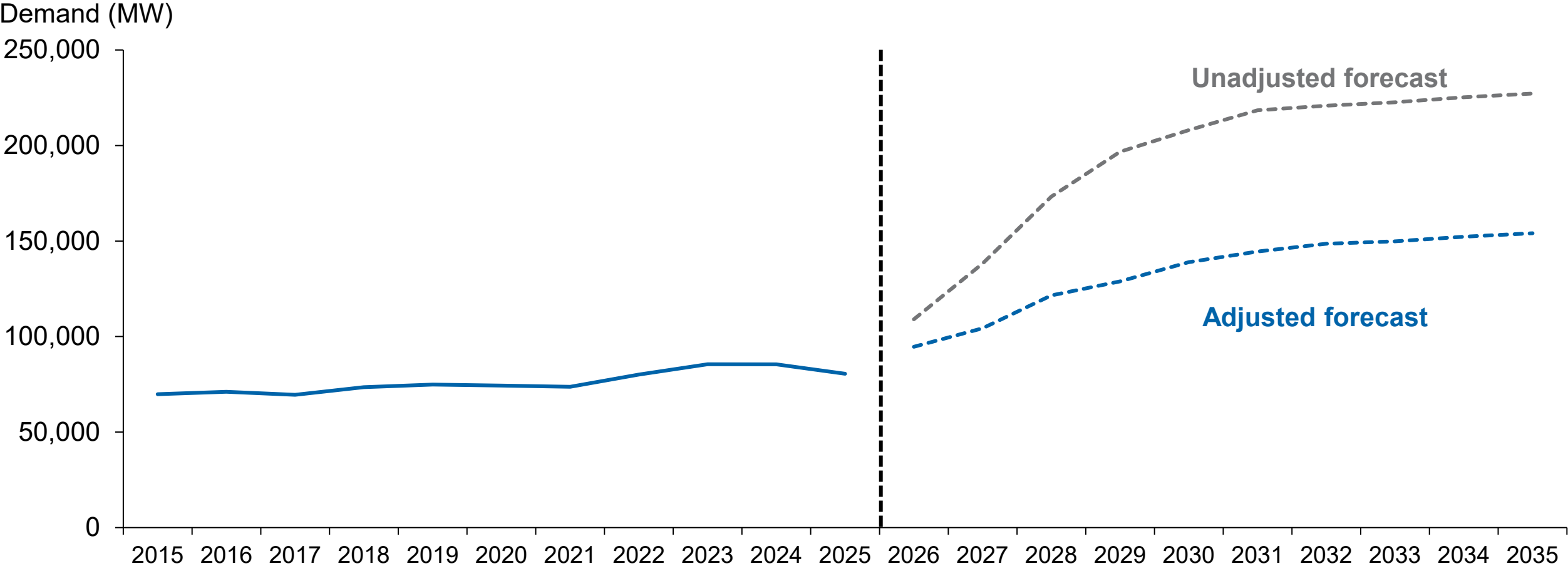
Percent, Y/Y*



*Smoothed and seasonally adjusted.
NOTE: Data are monthly through December 2025.
SOURCE: Zillow.

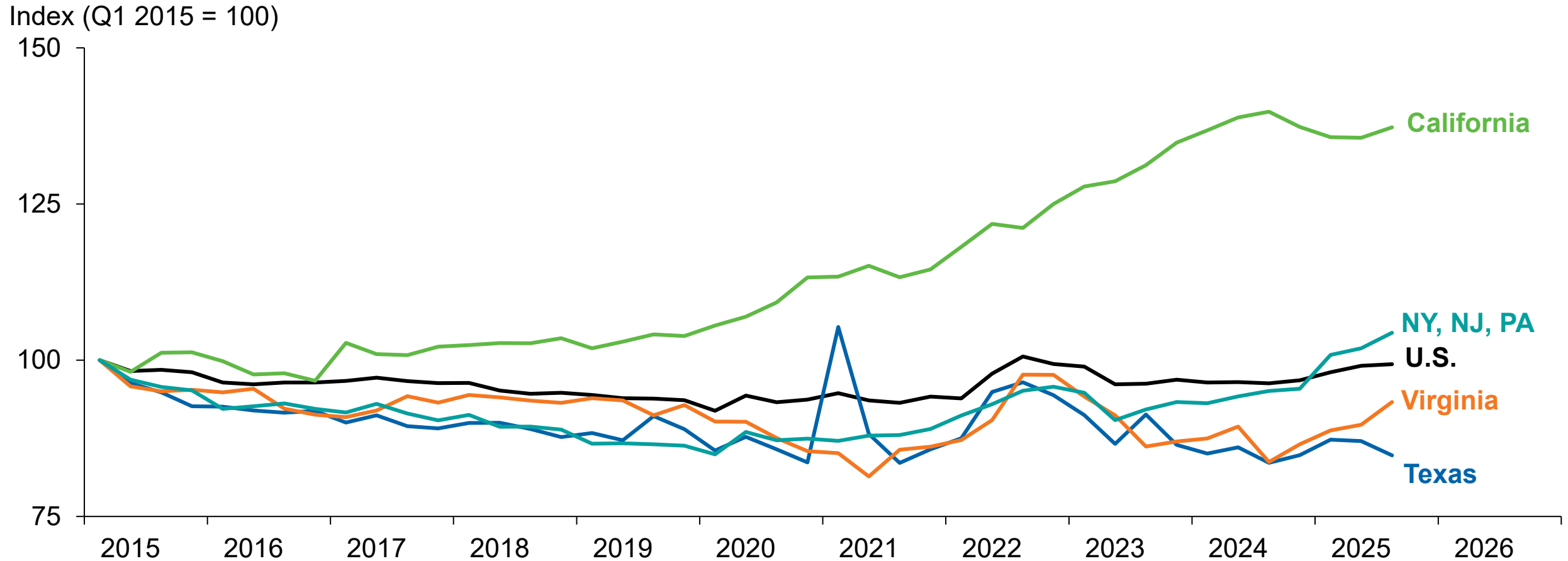
Energy

Data centers, other large users driving expected increase in peak grid demand in Texas



NOTES: Shown is annual peak demand for electricity. Dashed lines for 2026-2035 data are from the 2025-vintage ERCOT long-term load forecast. The adjusted forecast makes adjustments to expected load additions from hydrogen plants, data centers, crypto, oil and gas, and industrial users based on past observations.
SOURCE: ERCOT.

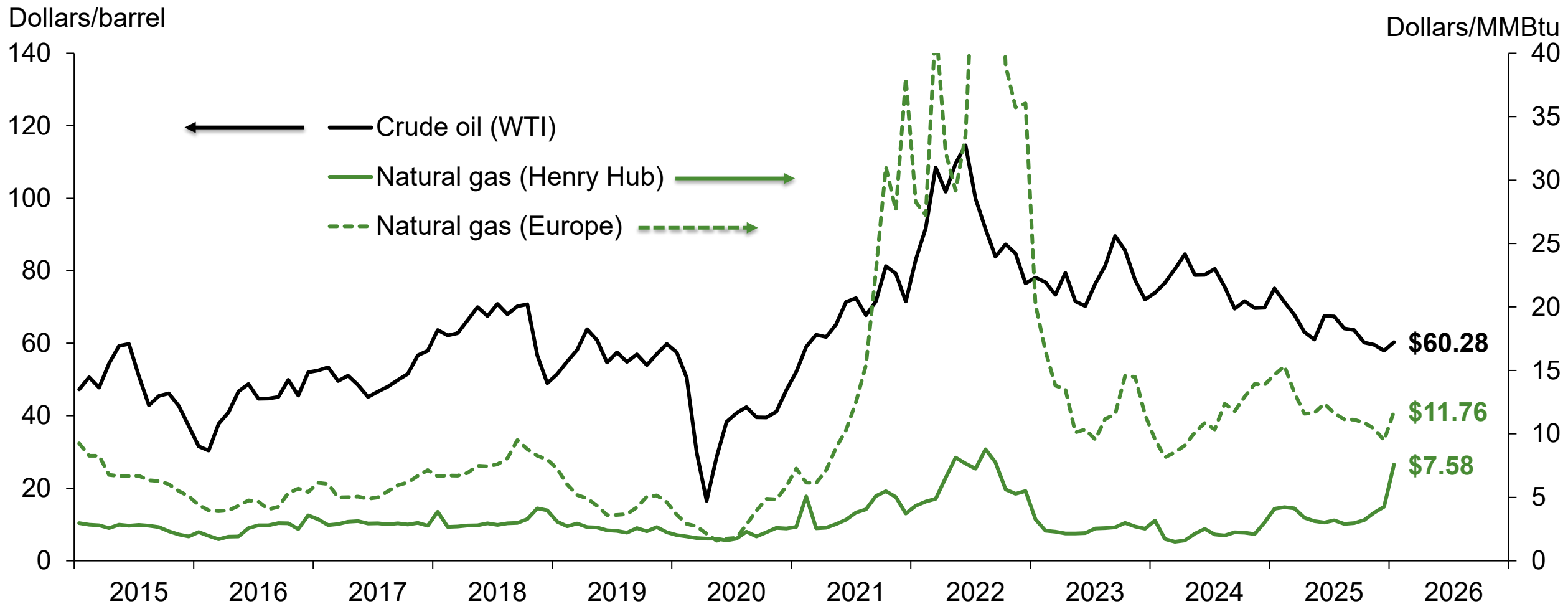
Electricity prices beginning to rise in top data center markets, less so in Texas



NOTES: Shown are indexed quarterly average retail prices of electricity for all sectors (commercial, industrial, residential, transportation, other) deflated by the PCE index. Data are seasonally adjusted and through Q3 2025.

SOURCE: Energy Information Administration.

Oil prices are muted and below breakeven for new wells

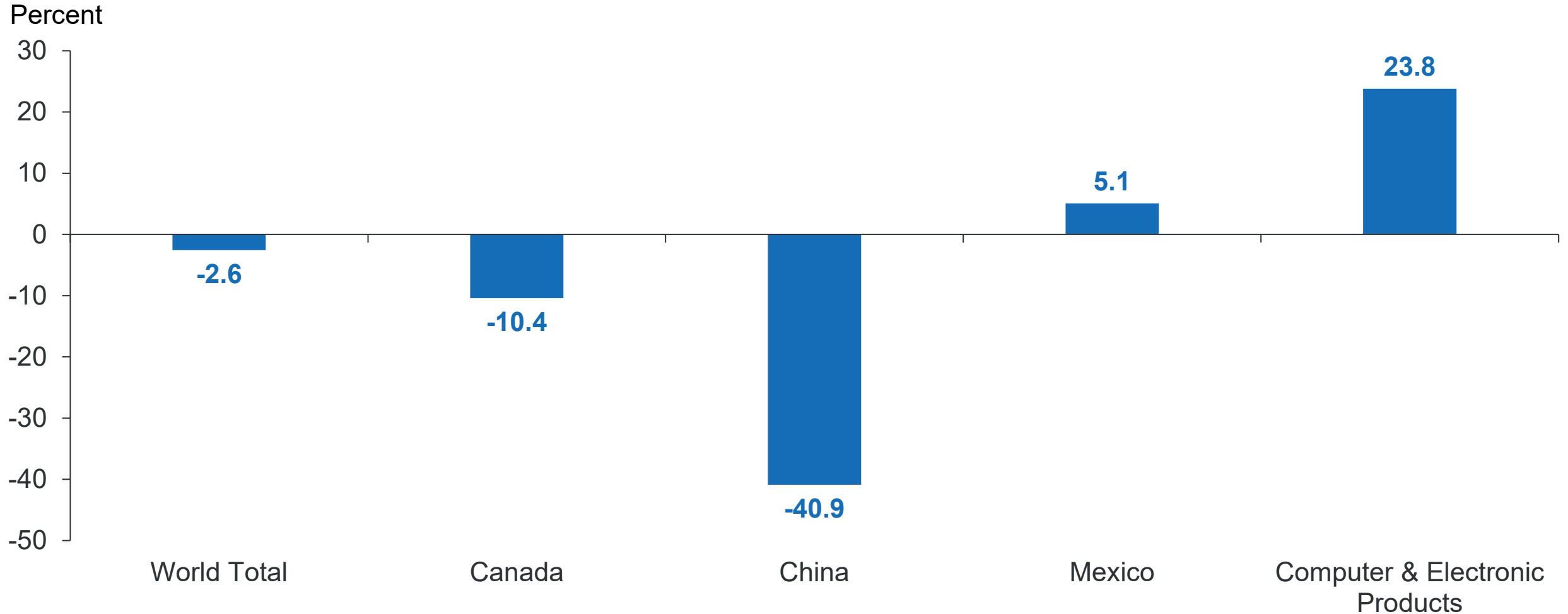


NOTES: Shown are monthly average prices for U.S. WTI crude and natural gas and European natural gas. Data are monthly through January 2025.

SOURCE: World Bank.

International trade and tariffs

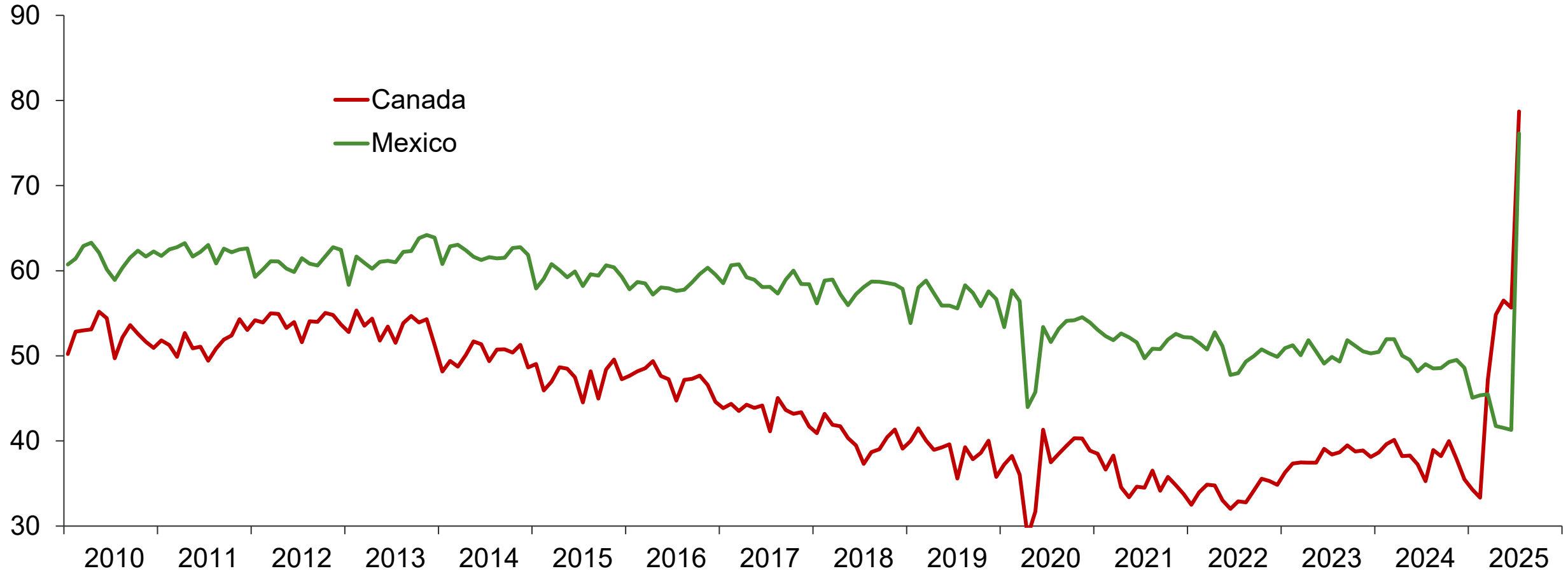
After frontrunning, US imports fall under pressure of tariffs



NOTES: Shown is the percent change from 2024 to 2025 in cumulative imports for June through October.
SOURCE: Census Bureau.

USMCA compliance increased sharply to avoid higher tariffs

Share, NAFTA-USMCA duty-free / total

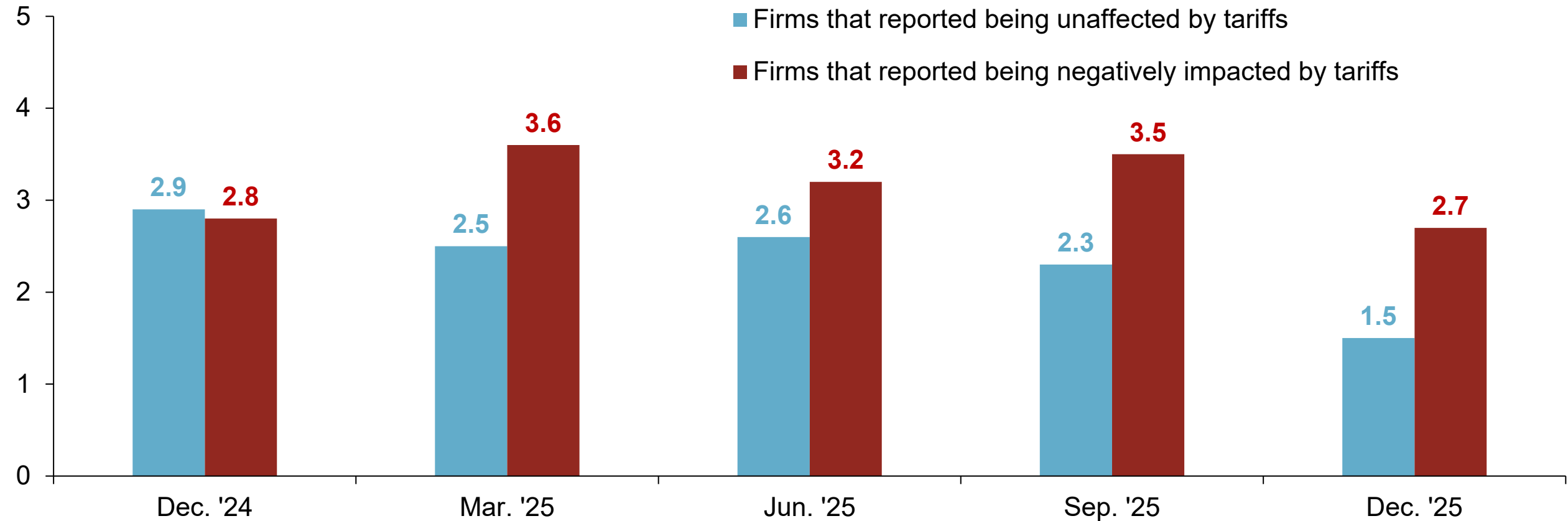


NOTE: Data are monthly through July 2025.

SOURCE: U.S. International Trade Commission, Department of Commerce.

Despite tariffs, Texas firms see easing in price growth going forward

Next 12m expected percent growth in selling prices



NOTES: Firms were asked “What percent change in wages, input prices, and selling prices do you expect over the next 12 months?” during the survey collection period Dec. 15-23, 2025, N=266. Negative tariff impact on firms versus being unaffected by tariffs is based on firms' answers to a question on tariff impact posed in August 2025. Shown are trimmed means with the lowest and highest 5 percent of responses omitted.

SOURCE: Federal Reserve Bank of Dallas' Texas Business Outlook Surveys.

Texas Business Outlook Surveys Special Questions

TBOS reports lowest share of firms trying to hire workers since Jan. 2023

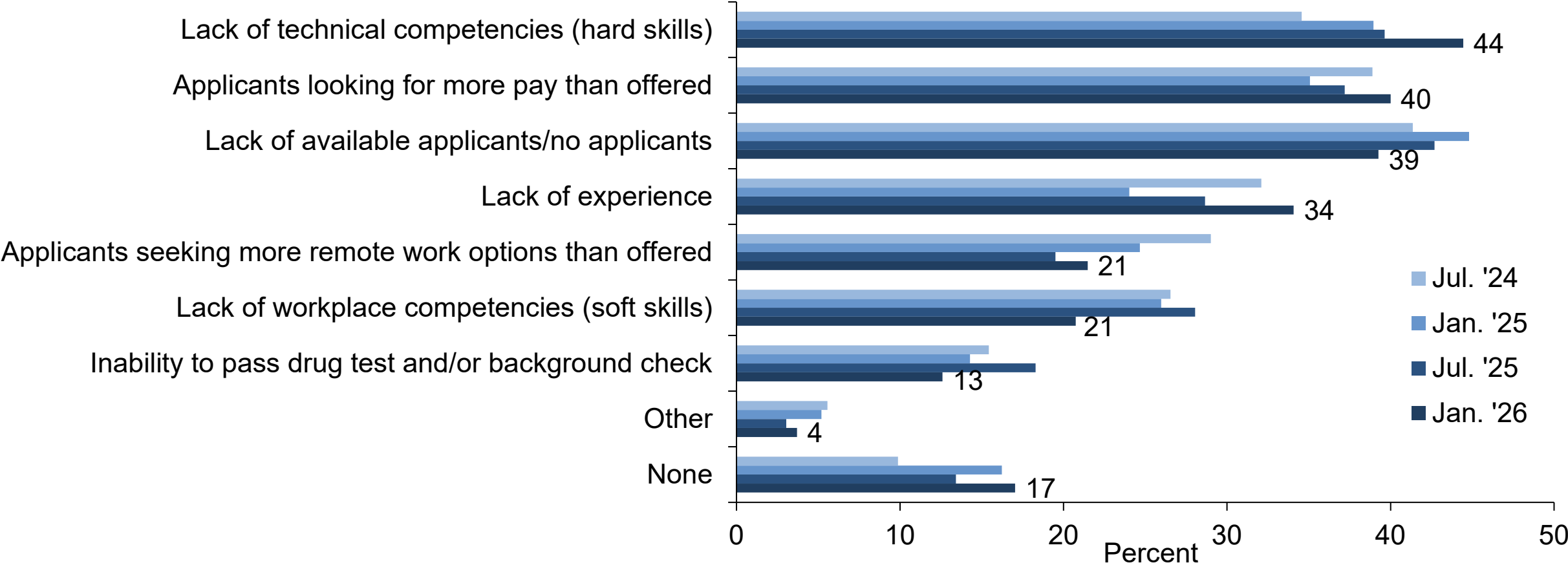


NOTE: Executives from 311 Texas businesses answered this question during the survey collection period, January 13-21, 2026.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Lack of hard skills among applicants cited as the top impediment to hiring

“Are there any impediments to hiring workers? Please select all that apply.”

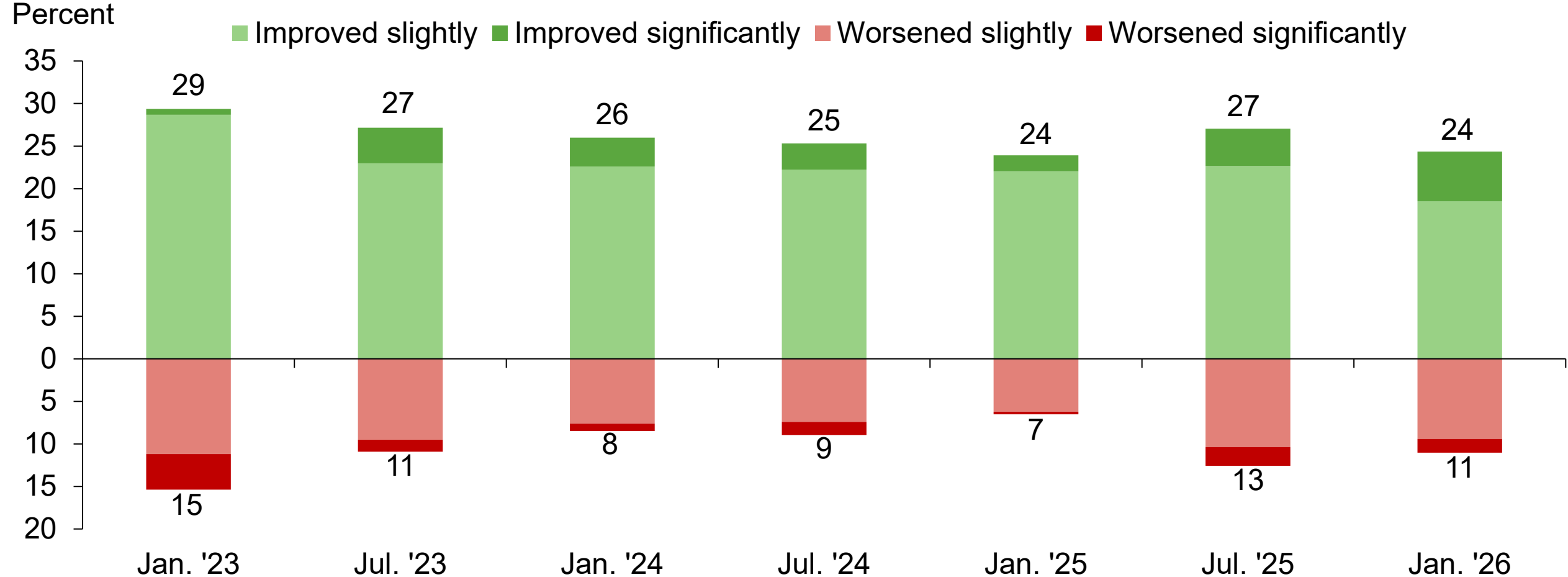


NOTES: Executives from 135 Texas businesses answered this question during the survey collection period, January 13-21, 2026. This question was only posed to those currently trying to hire workers. "Applicants seeking more remote work options than offered" was added in January 2024.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Availability of applicants improved on net over the past three months, continuing the trend seen since the beginning of 2023

“How has the availability of applicants changed over the past three months?”

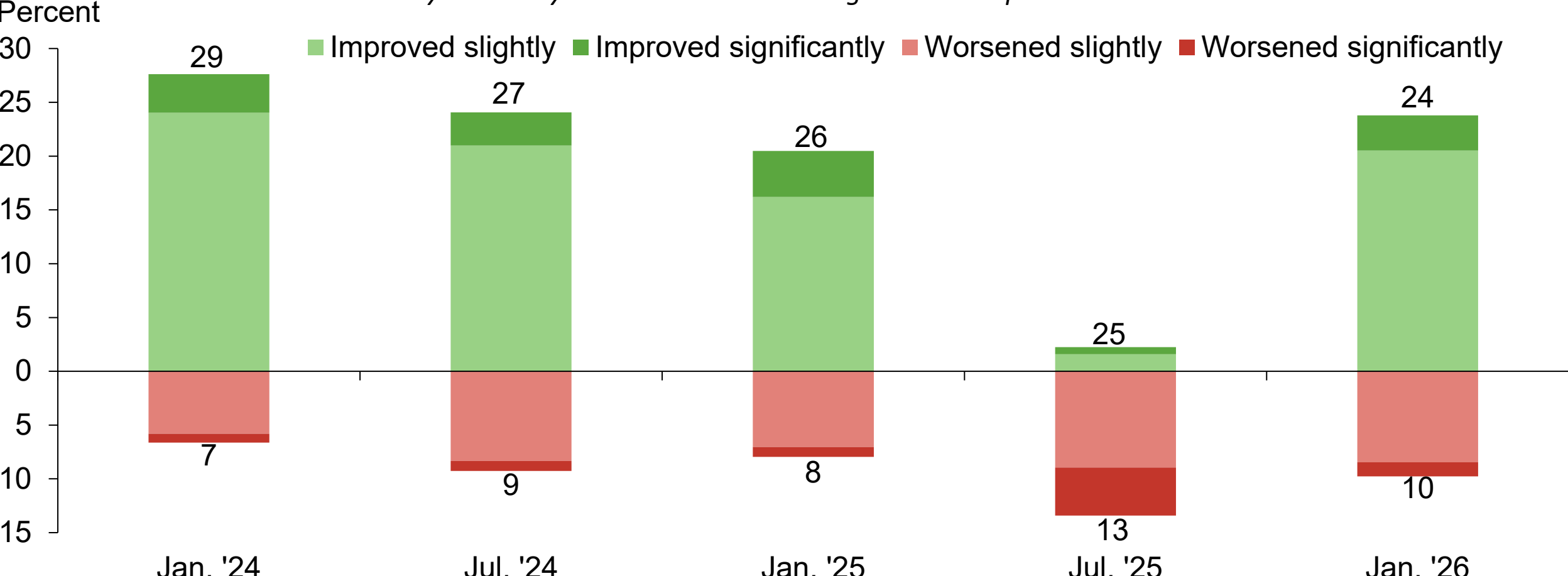


NOTES: Executives from 308 Texas businesses answered this question during the survey collection period, January 13-21, 2026. Prior to Jul. '25, the question asked about the change over the past month. Share reporting no change not shown.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Worker retention has become easier over the past three months on net, a change from mid-2025

“How has your ability to retain workers changed over the past three months?”

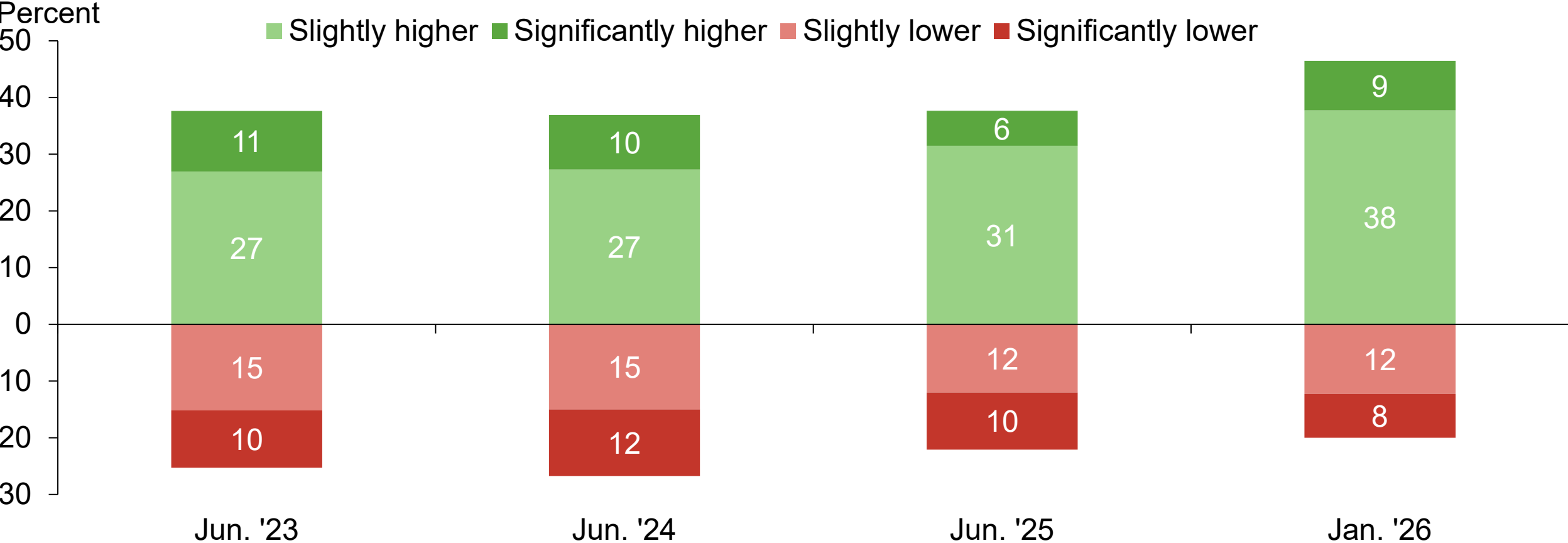


NOTES: Executives from 307 Texas businesses answered this question during the survey collection period, January 13-21, 2026. Prior to Jul. '25, the question asked about the change over the past month. Share reporting no change not shown.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

46 percent of firms expect growth in capital expenditures in 2026, exceeding the 20 percent share expecting lower spending

“What are your firm's expectations for capital expenditures this year compared with last year?”



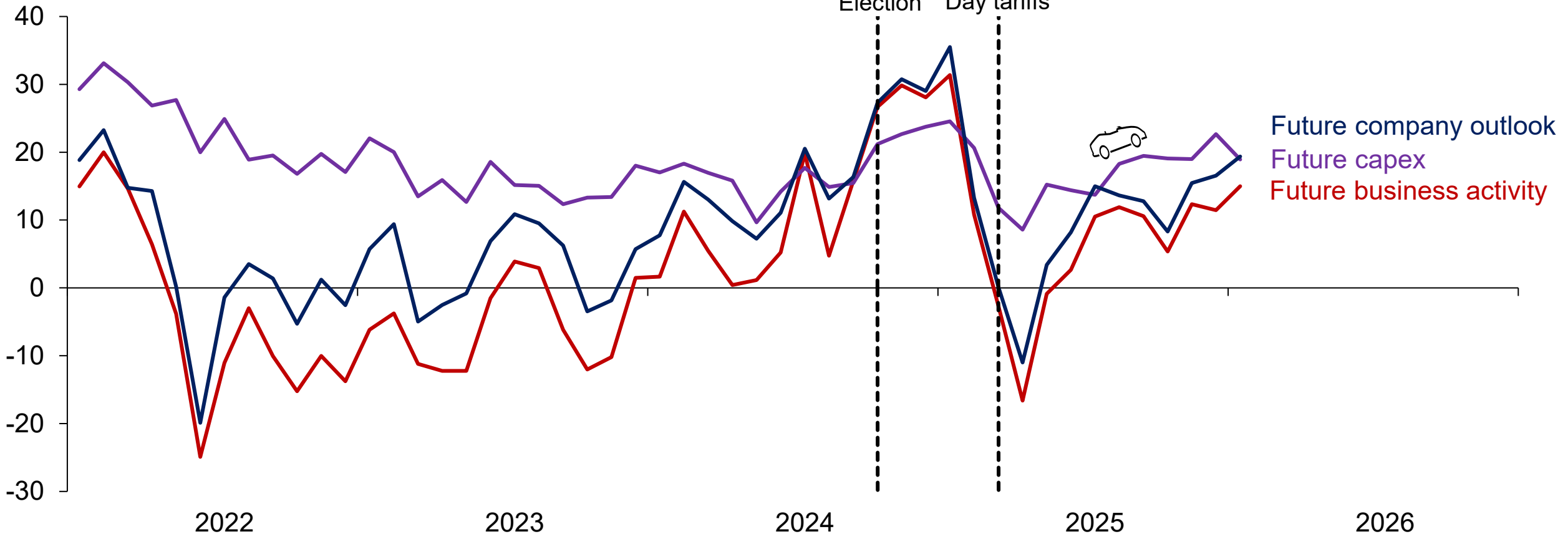
NOTES: Executives from 310 Texas businesses answered this question during the survey collection period, January 13-21, 2026. The question wording changes slightly between periods to account for different years. The share reporting no change is not shown and was 37 percent in June '23, 36 percent in June '24, 40 percent in June '25, and 34 percent in January '26.

SOURCE: Federal Reserve Bank of Dallas Texas Business Outlook Surveys.

Economic Outlook

Texas businesses report improving outlooks

Diffusion index

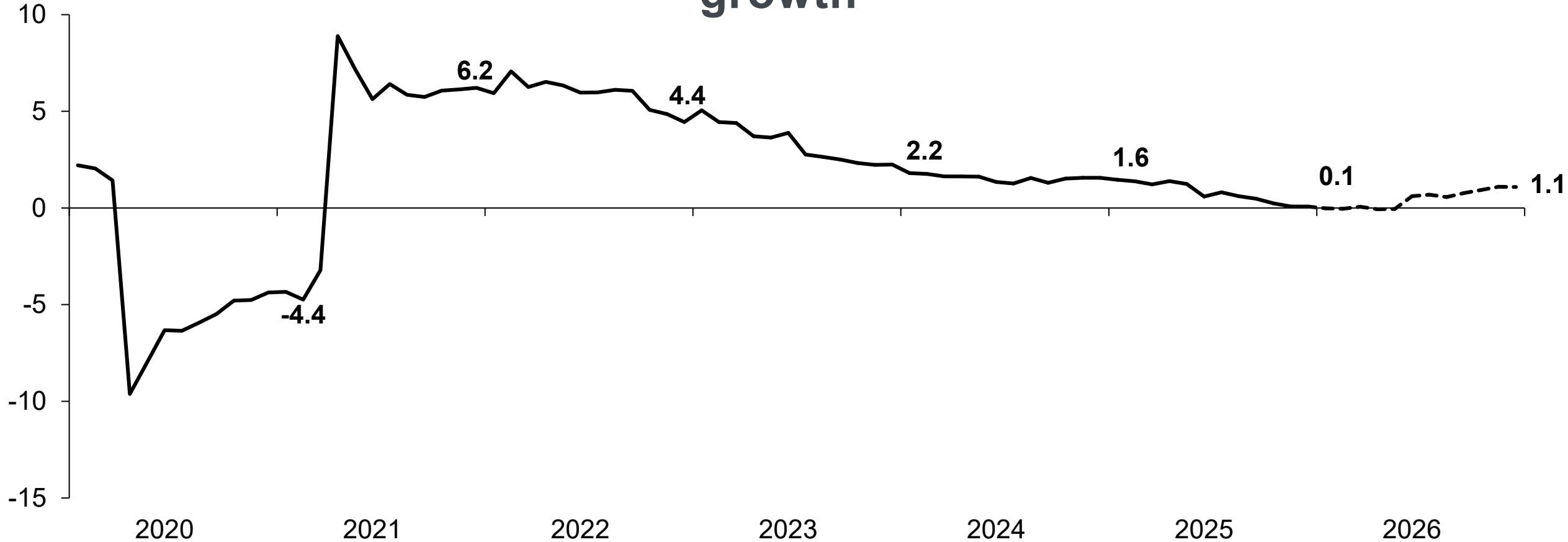


NOTE: TBOS indices are state GDP-weighted averages of service sector and manufacturing data. Data are seasonally adjusted and monthly through January 2025.

SOURCE: Federal Reserve Bank of Dallas' Texas Business Outlook Surveys.

Texas Employment Forecast for 2026 is 1.1 percent growth

Percent, Y/Y

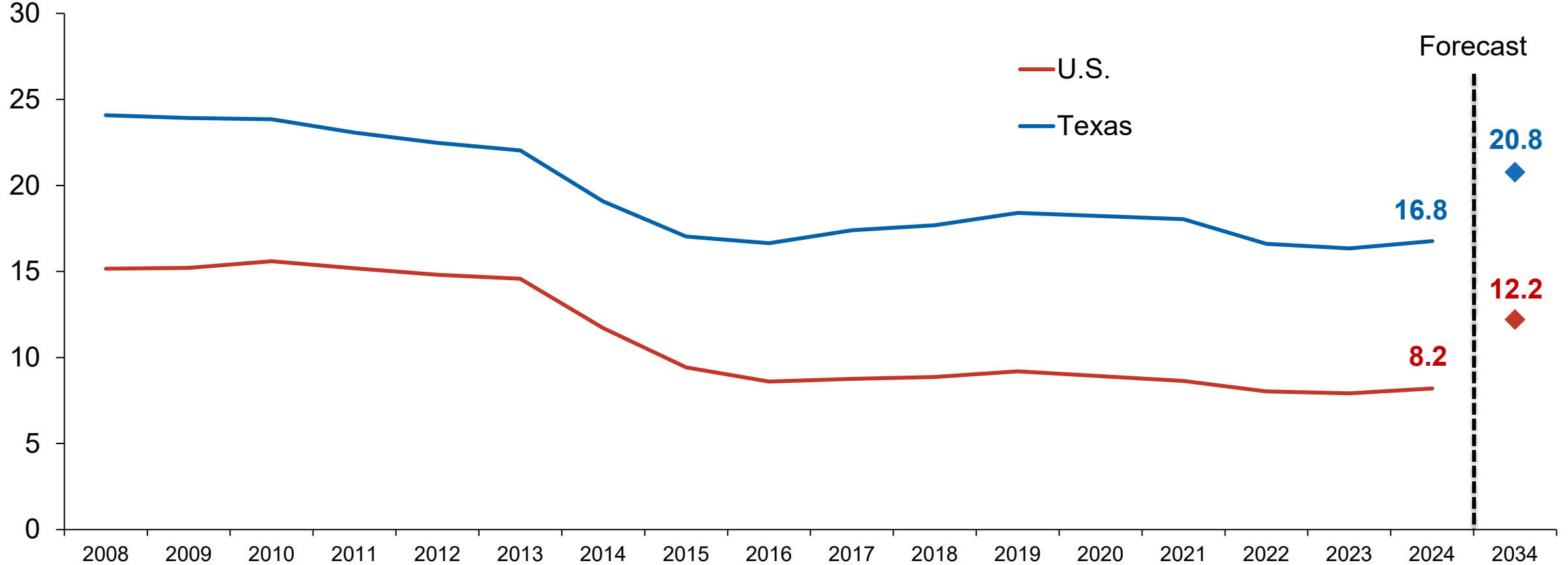


NOTE: Solid line shows actual employment growth through December 2025, and dashed line shows forecasted employment growth through December 2026. The Dallas Fed Texas Employment Forecast is based on the average of four models.

SOURCE: Federal Reserve Bank of Dallas.

There are other worries besides growth; Texans' uninsured rate projected to rise

Percent of population without health insurance



NOTES: Shown are uninsured rates for all ages. Data from 2008 through 2024 are calculated from the American Community Survey 1-year samples. The uninsured rate in 2034 is calculated by adding the estimated increase in the uninsurance rate from 2024-2034 onto the rate in 2024. Data from 2024-2034 are linearly projected.

SOURCE: Kaiser Family Foundation; authors' calculations.

Summary

- Texas grew in 2025 without adding jobs, this hasn't happened since the jobless recovery of 2002-2003
 - Despite this, there are few signs of broad-based labor market slack, and the headline unemployment rate is relatively low and stable
- Job growth should pick up in 2026, but it will be mild
 - Productivity gains are suppressing hiring, while the immigration crackdown is limiting labor supply
 - A continuing AI boom and OBBBA tax provisions will likely boost activity, while low oil prices and a residential construction bust are a drag on growth
 - FIFA World Cup will be an additional boost
 - Other concerns that bear watching include safety net cuts and federal funding reductions, especially to health care and education

Thank you!
**Please visit dallasfed.org for more
information**



Dallas Fed Economics

Texas Economic Indicators

Texas Business Outlook Surveys

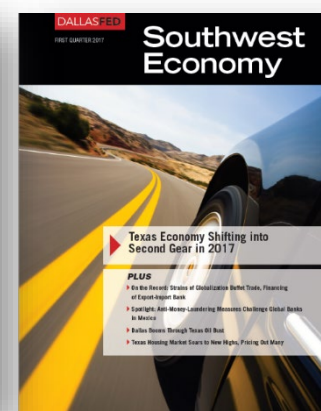
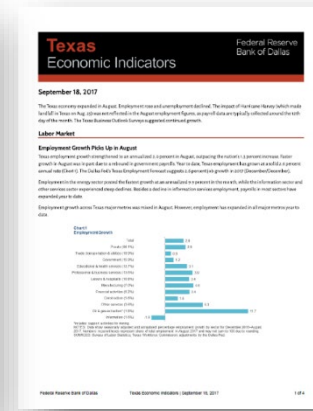
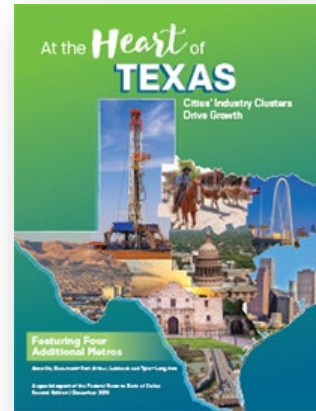
Southwest Economy

Special Reports

Texas Employment Forecast

Weekly Economic Index

Dallas Fed Publications





Questions



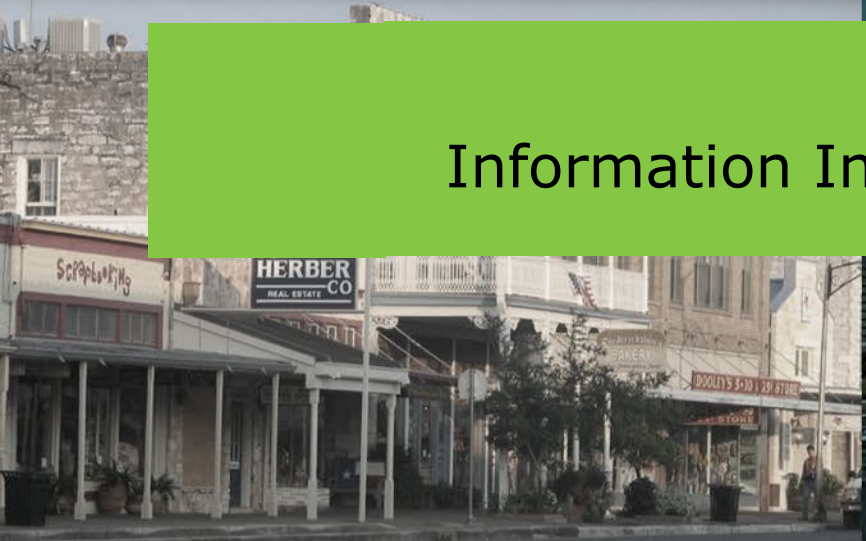


Alamo local labor market overview

Feb. 27, 2026

William Lutz

Information Innovation & Insight (I|3) Division



Topics for today

- San Antonio-New Braunfels MSA in state context
- Local labor market performance of key industry super sectors
- County data
- Occupational data
- Helpful data resources

Top Line Numbers – Alamo WDA

**Unemployment
Rate: Dec. 2025**

3.6%

**Annual increase in
payroll employment:
Q3 2024 – 2025**

0.2%

**Median hourly
wage: 2024**

\$22.06

Sources: Local Area Unemployment Statistics. Quarterly Census of Employment and Wages. Occupational Employment and Wage Statistics.

Top Line Numbers – San Antonio – New Braunfels MSA

**Unemployment
Rate: Dec. 2025**

3.7%

**Annual increase in
payroll employment:
Dec. 2024 – 2025**

1.1%

**Median hourly
wage: 2024**

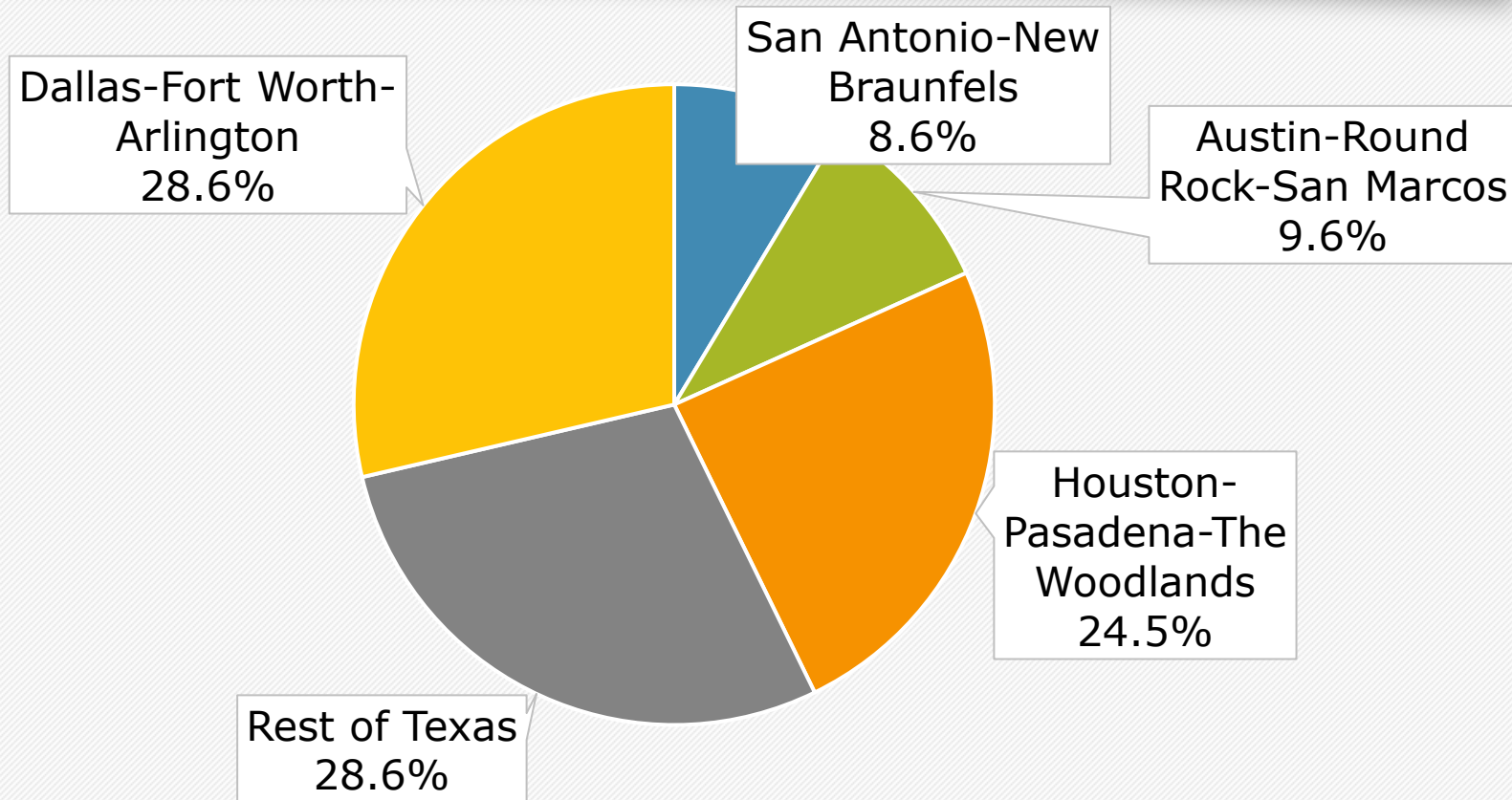
\$22.12

Sources: Local Area Unemployment Statistics. Current Employment Statistics. Occupational Employment and Wage Statistics.

Local economy in context

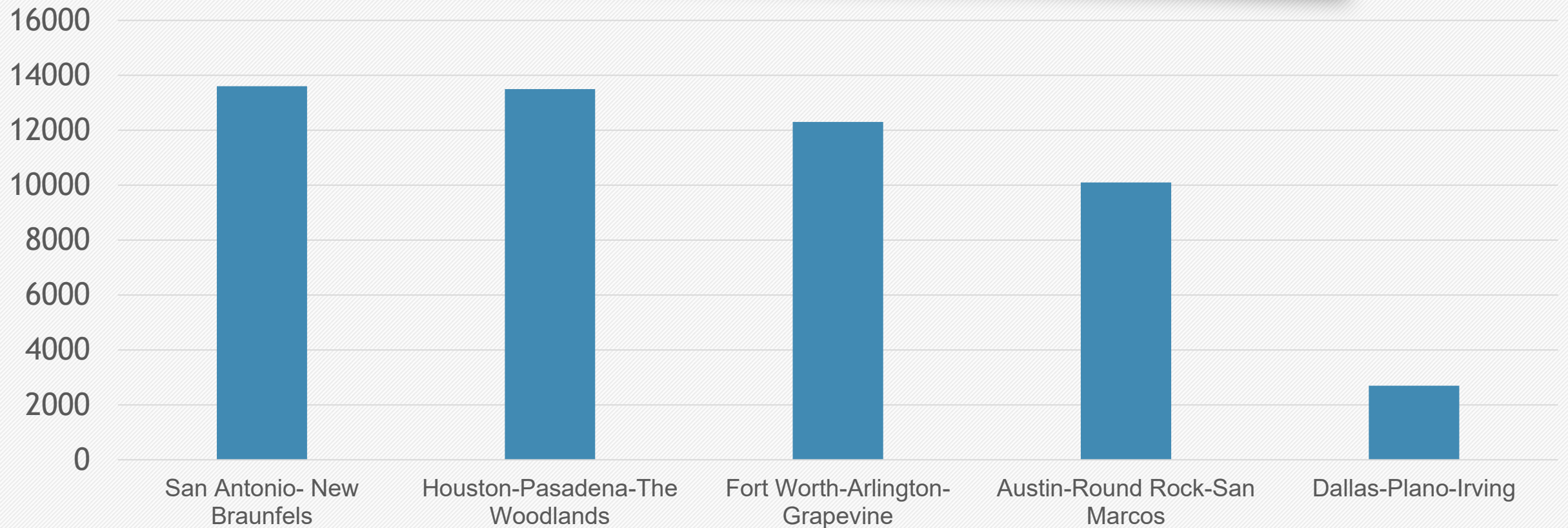
Employment change compared with other large metropolitan areas and a look at industry sector employment trends

Texas labor force is concentrated in 4 metros



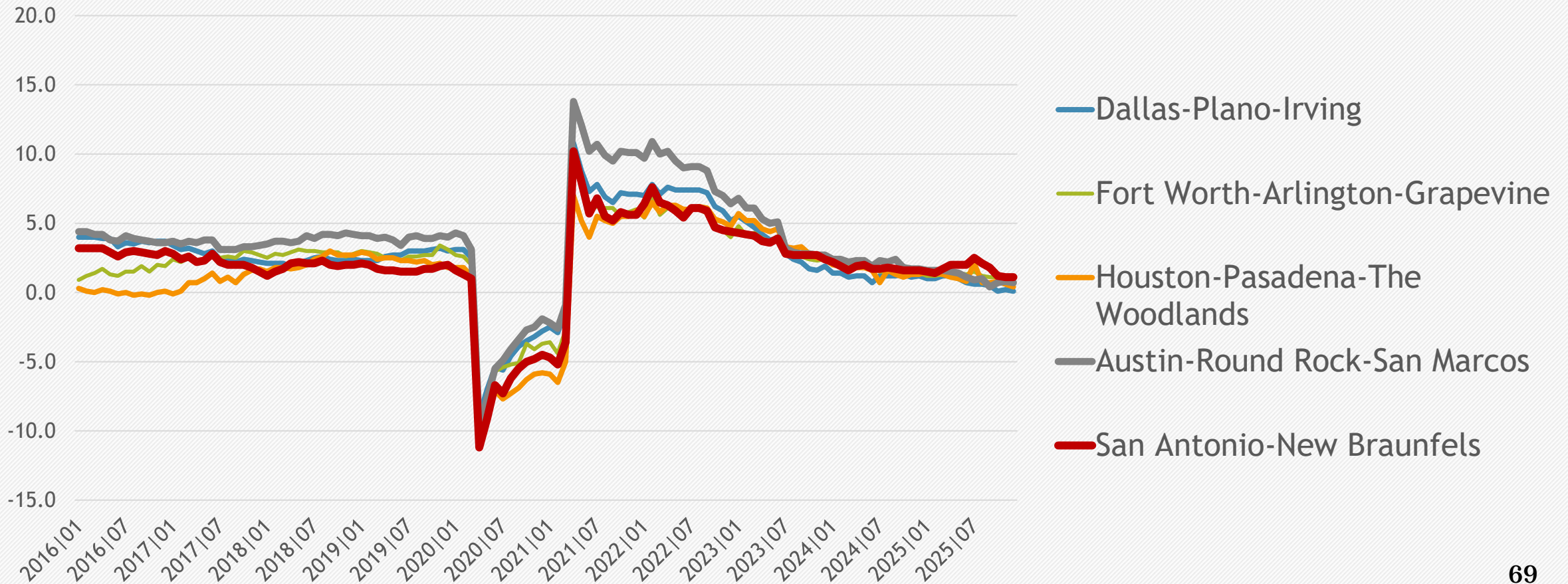
Source: Texas Workforce Commission. Local Area Unemployment Statistics. Not Seasonally Adjusted. December 2025.

Change in job growth in large metropolitan areas, Dec. 24-25

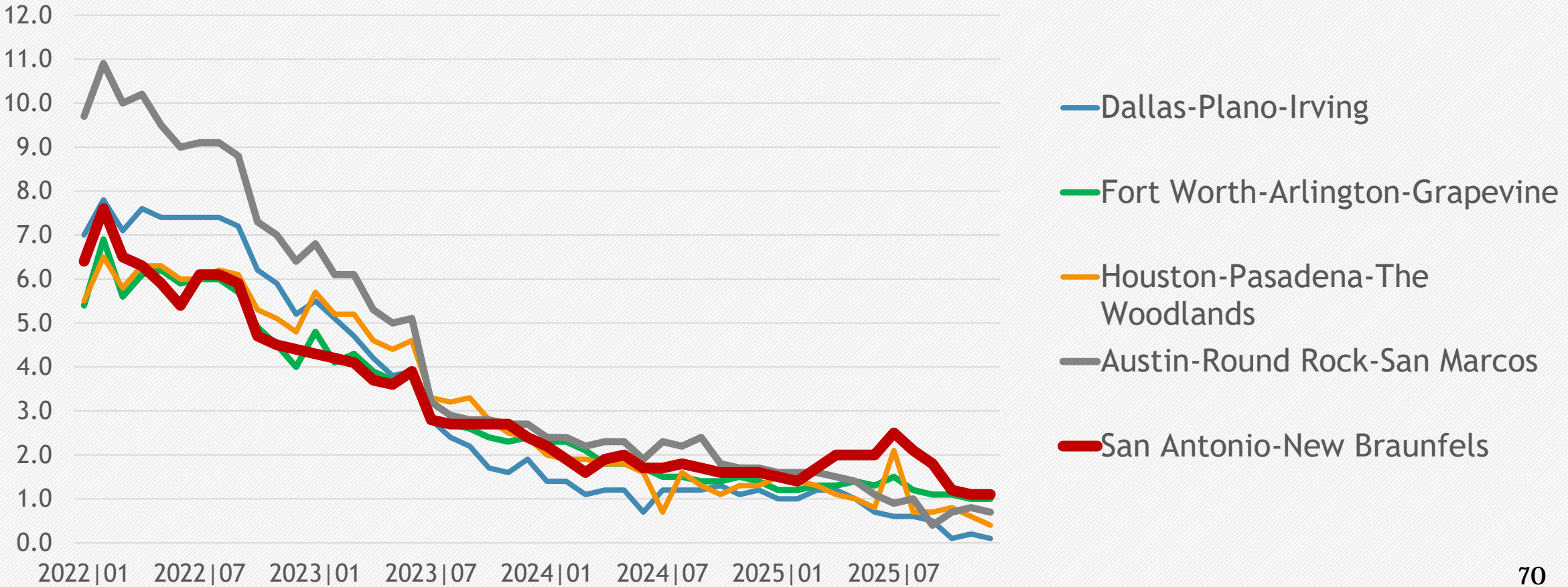


Source for this slide and next seven slides: Bureau of Labor Statistics. Current Employment Statistics. This slide and next two seasonally adjusted. Remaining slides not seasonally adjusted.

Last 10-years total nonfarm job growth over the year



Last 4 years annual change in total nonfarm job growth by metro



Annual change in job growth in key Texas metropolitan areas

June 2022

San Antonio-NB
= 5.4%

Austin-RR-SM =
9.0%

Dallas-Plano-
Irv. = 7.4%

June 2024

San Antonio-NB
= 1.7%

Austin-RR-SM =
1.9%

Dallas-Plano-
Irv. = 0.7%

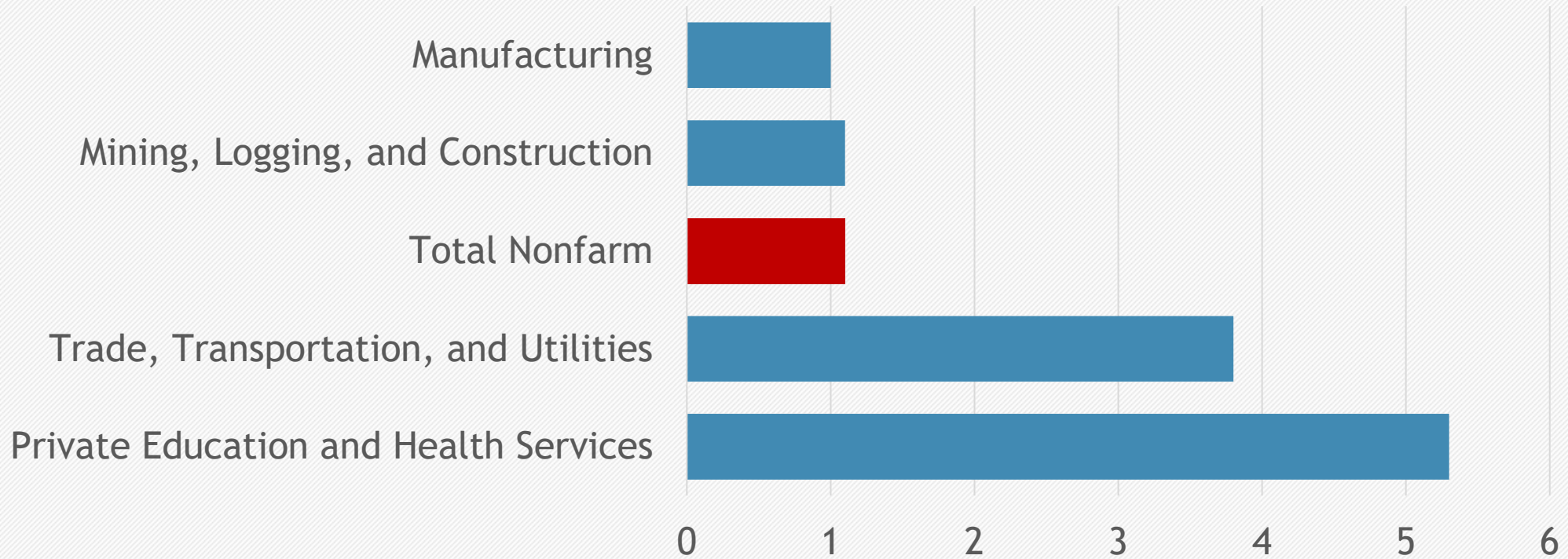
December 2025

San Antonio-NB
= 1.1%

Austin-RR-SM =
0.7%

Dallas-Plano-
Irv. = 0.1%

Super sectors with highest annual percent job growth San Antonio-NB MSA



Employment data by supersector San Antonio-New Braunfels MSA

Super Sector	Dec. 2025 employ- ment	Yearly Change	SA-NB Yearly %	State yearly %	% of TNF	State% TNF
Total Nonfarm	1,215,000	13,100	1.1%	0.8%	100.0%	100.0%
Mining, Logging and Construction	76,900	800	1.1%	1.5%	6.3%	7.6%
Manufacturing	63,600	600	1.0%	-0.4%	5.2%	6.7%
Trade, Transportation, and Utilities	224,100	8,300	3.8%	1.2%	18.4%	20.0%
Information	19,600	-200	-1.0%	-2.0%	1.6%	1.6%
Financial Activities	102,600	600	0.6%	0.1%	8.4%	6.5%
Professional and Business Services	158,300	-2,100	-1.3%	-0.7%	13.0%	14.8%
Private Education and Health Services	192,100	9,700	5.3%	2.2%	15.8%	13.8%
Leisure and Hospitality	145,300	-1,400	-1.0%	1.7%	12.0%	10.6%
Other Services	42,300	300	0.7%	1.7%	3.5%	3.4%
Government	190,200	-3,500	-1.8%	0.7%	15.7%	15.1%

Private Education and Health Service employment in San Antonio-NB MSA

Industry	Dec. 2025 employment	Annual change	Annual % change
<u>Private Education and Health Services</u>	<u>192,100</u>	<u>9,700</u>	<u>5.3%</u>
Private Educational Services	29,100	2,300	8.6%
Health Care and Social Assistance	163,000	7,400	4.8%
Ambulatory Health Care Services	89,200	4,300	5.1%
Hospitals	29,100	1,200	4.3%

Trade, Transportation, and Utilities Employment in San Antonio – NB MSA

Industry	Dec. 2025 employment	Annual change	Annual % change
Trade, Transportation, and Utilities	224,100	8,300	3.8%
Wholesale Trade	39,600	700	1.8%
Retail Trade	133,500	5,100	4.0%
Transportation, Warehousing, & Utilities	51,000	2,500	5.2%

A word on benchmarking

- BLS uses surveys for monthly labor force and employment estimates
- Estimates have margins of error
- Response rates are declining
- Every year, BLS adjusts employment estimates based on unemployment tax records
- 2025 national employment data benchmarked downward

Now look at the counties

What is happening in different communities
in the Alamo Workforce Area?

8-largest counties by resident employment: Dec. 2025

County	C.L.F.	Employment	Unemployment	Rate	OTY change in employment	OTY % change employment
Bexar	1,066,234	1,026,853	39,381	3.7	13,410	1.3%
Comal	100,037	96,619	3,418	3.4	1,367	1.4%
Guadalupe	97,514	94,100	3,414	3.5	1,315	1.4%
Wilson	26,884	25,940	944	3.5	411	1.6%
Kerr	25,783	25,002	781	3.0	680	2.8%
Kendall	25,044	24,259	785	3.1	362	1.5%
Medina	24,801	23,846	955	3.9	403	1.7%
Atascosa	23,545	22,562	983	4.2	407	1.8%

Source: Bureau of Labor Statistics. Local Area Unemployment Statistics. Not seasonally adj.

Top 3-digit industries by employment: Bexar County (Q3 2025)

NAICS	Industry	Avg. Employment	Number of Establishments	Avg. Weekly Wage
722	Food Services & Drinking Places	94,448	4,062	\$518
611	Educational Services	83,341	652	\$1,199
621	Ambulatory Health Care Services	76,816	4,557	\$1,275
541	Professional, Scientific, and Technical Services	56,182	6,017	\$1,813
561	Administrative and Support Services	54,953	2,384	\$1,024
622	Hospitals	51,049	68	\$1,553
522	Credit Intermediation and Related Activities	29,477	942	\$1,690
238	Specialty Trade Contractors	29,110	2,014	\$1,375

Top 4-digit industries by employment: Bexar County (Q3 2025)

NAICS	Industry	Avg. Employment	# establishments	Avg. Weekly Wage
7225	Restaurants and Other Eating Places	84,582	3,498	\$506
6111	Elementary and Secondary Schools	56,519	136	\$1,079
6221	General Medical and Surgical Hospitals	47,135	48	\$1,562
6216	Home Health Care Services	26,273	373	\$568
5221	Depository Credit Intermediation	25,725	465	\$1,702
6211	Offices of Physicians	24,066	1,830	\$2,057
2382	Building Equipment Contractors	17,170	981	\$1,459
5241	Insurance Carriers	17,030	140	\$2,359

Top 3-digit industries by county (Q3 2025): Part 1

Guadalupe County

Food Services and Drinking Places

Educational Services

Specialty Trade Contractors

Transportation Equipment Manufacturing

Ambulatory Health Care Services

Comal County

Food Services and Drinking Places

Educational Services

Specialty Trade Contractors

Administrative and Support Services

Ambulatory Health Care Services

Kendall County

Food Services and Drinking Places

Educational Services

Motor Vehicle and Parts Dealers

Professional, Scientific, and Technical Services

Specialty Trade Contractors

Source for top industries in counties by employment information: TWC. Quarterly Census of Employment and Wages.

Top 3-digit industries by county (Q3 2025): Part 2

Wilson County

Educational Services

Specialty Trade
Contractors

Food Services and
Drinking Places

Professional, Scientific,
and Technical Services

Support Activities for
Mining

Atascosa County

Educational Services

Support Activities for
Mining

Food Services and
Drinking Places

Nursing and Residential
Care Facilities

Mining (except Oil and
Gas)

Frio County

Administrative and
Support Services

Support Activities for
Mining

Educational Services

Justice, Public Order,
and Safety Activities

Heavy and Civil
Engineering
Construction

Top 3-digit industries by county (Q3 2025): Part 3

Kerr County

Hospitals
Food Services and Drinking Places
Educational Services
Ambulatory Health Care Services
Nursing and Residential Care Facilities

Gillespie County

Food Services and Drinking Places
Beverage and Tobacco Product Manufacturing
Educational Services
Specialty Trade Contractors
Hospitals

Medina County

Educational Services
Food Services and Drinking Places
Heavy and Civil Engineering
Construction
Justice, Public Order, and Safety Activities
Specialty Trade Contractors

A look at occupations

Looking at wages and key lines of work

Wage measures for Alamo WDA

Mean Wage

\$28.45

per hour

Median Wage

\$22.06

per hour

**Average
Weekly Wage**

\$1,252

Sources: Occupational Employment and Wage Statistics. 2024 Quarterly Census of Employment and Wages. Third Quarter 2025.

Introducing the self-sufficient wage

- Measures cost of living, not wages
- Amount needed to pay bills without public assistance, currently based on University of Washington Study
- County-specific and published in individual and family format annually
- Bexar County individual = \$17.08 per hour
- Part of Tri-Agency Act (Government Code, Sect. 2308A.012)
- <https://lmi.twc.texas.gov/txsswage/texasselfsufficientwage.asp>

Largest occupations in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	Employment	Mean Wage	Entry Wage	Median Wage
43-4051	Customer Service Representatives	34,800	\$20.30	\$14.94	\$19.94
11-1021	General and Operations Managers	32,990	\$56.80	\$22.57	\$45.86
53-7065	Stockers and Order Fillers	26,020	\$18.23	\$14.71	\$17.64
29-1141	Registered Nurses	24,240	\$42.90	\$31.79	\$41.88
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	17,530	\$17.65	\$13.86	\$17.41
53-3032	Heavy and Tractor-Trailer Truck Drivers	15,760	\$25.51	\$17.78	\$23.84
43-9061	Office Clerks, General	14,290	\$19.68	\$13.21	\$18.32
43-1011	First-Line Supervisors of Office and Administrative Support Workers	14,060	\$32.52	\$21.47	\$30.31

Source: Occupational Employment and Wage Statistics. 2024.

Top occupations in health care & social assist. in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	2032 projected employment	2022-32 projected growth	2022-32 percent growth	Median Wage (2024)	Percent Industry employment projected
29-1141	Registered Nurses	19,401	2,540	15.1	\$41.88	10.29
31-9092	Medical Assistants	9,055	1,760	24.1	\$19.04	4.80
29-2061	Licensed Practical and Licensed Vocational Nurses	5,710	667	13.2	\$29.14	3.03
11-9111	Medical and Health Services Managers	4,878	1,372	39.1	\$51.37	2.59
43-4051	Customer Service Representatives	3,092	165	5.6	\$19.94	1.64

Source for this slide and succeeding two slides. TWC 2022-32 Long Term Projections. Alamo Industry-Occupation Matrix (Staffing Pattern)

Top occupations in Trade, Transportation, and Utilities in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	2032 projected employment	2022-32 projected growth	2022-32 percent growth	Median Wage (2024)	Percent Industry employment projected
53-7065	Stockers and Order Fillers	28,094	6,332	29.1	\$17.64	11.15
53-3032	Heavy and Tractor-Trailer Truck Drivers	16,230	3,603	28.5	\$23.84	6.44
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	11,298	2,357	26.4	\$17.41	4.49
41-1011	First-Line Supervisors of Retail Sales Workers	10,299	1,566	17.9	\$22.72	4.09
43-4051	Customer Service Representatives	8,810	880	11.1	\$19.94	3.50

Top occupations in Manufacturing in Alamo WDA paying above Bexar SSW

SOC Code	SOC Title	2032 projected employment	2022-32 projected growth	2022-32 percent growth	Median Wage (2024)	Percent Industry employment projected
51-2090	Miscellaneous Assemblers and Fabricators	9,276	902	10.8	\$21.72	14.35
51-1011	First-Line Supervisors of Production and Operating Workers	2,756	269	10.8	\$31.05	4.26
51-9111	Packaging and Filling Machine Operators and Tenders	1,754	156	9.8	\$18.30	2.71
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,745	172	10.9	\$17.41	2.70
11-1021	General and Operations Managers	1,646	144	9.6	\$45.86	2.55

Resources and concluding thoughts

Helpful data tools for understanding the market

Your source for Texas Labor Market data: www.TexasLMI.com



- Check out “popular downloads spreadsheets for wages, staffing patterns, LAUS, and CES
- Dashboards under “Economic Visualizations”
- Create top industry list from QCEW in LMI by category
- Check out WDA or MSA profile

Other helpful resources

- Texas Wages (quick reference) www.texaswages.com
- Texas CREWS (CREWS) [returns to education] txcrews.org
- BLS bls.gov
- Census data.census.gov
- Texas Demographic Center
<https://www.demographics.texas.gov/>

Coming attractions

- Spring 2026 New self-sufficiency wage numbers released
- April 2026 Post-benchmark employment and labor force data
- Summer 2026 2025 OEWS wage data
- Summer 2026 2024-34 Labor Market Projections

Summary

- The San Antonio-New Braunfels MSA has the highest job growth over the year in 2025 of the four largest Texas metropolitan areas.
- Noteworthy employment growth occurred in 2025 in the Health Care and Social Assistance; Trade, Transportation, and Utilities; and Manufacturing Super Sectors
- Counties in region show employment growth
- There are many occupations, including middle skills occupations, that pay above the Tri-Agency Self-Sufficient Wage

THANK YOU

William Lutz
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twc.Texas.gov
512-936-
3136



Photo from City of Seguin website



Questions



Thank you!

