



Bexar County Public Information Office
San Antonio, Texas 78205-3036

FOR IMMEDIATE RELEASE:
September 12, 2023

Contact: Monica Ramos
210.335.2742/o
210.289.5751/m

Bexar County Employees Benefit from Approved 2023/2024 Budget

Public safety and a focus on employee compensation and benefits are signature items in the balanced \$2.96 billion budget approved today, September 12, 2023, by Bexar County Commissioners Court. The budget focuses on increasing safety and creating long-lasting career pathways for County employees. Funds have also been allocated to provide for stronger neighborhoods through targeted community investments.

Employee Compensation and Benefits

Bexar County Commissioners recognized that over the years, the current way in which employees were compensated had its shortcomings. To make up for those, the approved budget addresses employee seniority and tenure and provides pay tables that allow for improved task and skill recognition. Most employees received an increase of about 3.5 percent based on findings of a market study conducted earlier this year. Employees not covered by the collective bargaining agreement will receive an increase for each year they have been in their current positions.

Additionally, a new Performance Pay Program will be introduced. Over the course of the fiscal year (FY) 2023-2024, the Human Resources Department will work with offices and departments to implement this program. Working through the performance appraisal process, employees may receive up to a 5 percent salary increase in FY 2024-2025.

For non-exempt employees, a Step Pay Plan will be developed. Non-exempt employees with satisfactory performance appraisals will move to the next step in the pay plan on an annual basis. Following this model, employees could receive an average of 3 percent salary increase between each step as a result.

Both the Performance Pay Program and the Step Pay Plan apply only to employees not covered by the collective bargaining agreement contingent on available funds in FY 2024-2025.

Public Safety

Following unanimous approval by all Bexar County Commissioners, public safety made the top of the list by creating 50 law enforcement positions. Funding in the amount of \$3.02 million is included to pay for these positions consisting of 36 law enforcement patrol deputies, 6 sergeants, and 8 investigators.

Sixteen additional deputy constable positions at a cost of \$2.35 million, four for each of the four precincts, have been created as well. Two of the four positions are proposed to enforce traffic laws and school zones, while the other two positions are proposed to serve all protective orders issued by the Family Justice Center. Two additional deputy constables are proposed for Bexar County Precinct 4 to augment security and law enforcement services at the Juvenile Justice Academy.

Capital Projects

Bexar County Commissioners Court identified 55 key capital improvement projects to enhance and expand existing services at a cost of \$88.3 million, representing an investment into our local communities vital to our county's success. These include \$10 million to help fund improvements for the Defense Health Agency (DHA), a joint, integrated combat support agency that enables the Army, Navy, and Air Force medical services. The split-funding model with the City of San Antonio and funding from the State of Texas will support the intended relocation of DHA headquarters to Bexar County. Additional funding of \$3 million is made available for a new county park in northwestern Precinct 1 off Talley Road, another \$4.5 million was allocated for a new satellite office in Precinct 2, and investments are made into flood control improvements in our suburban cities.

The Bexar County budget totals \$2.96 billion for all funds, including \$752 million in Operating Appropriations, \$875 million in Capital Projects, and \$164 million for Debt Service. The FY 2023-2024 budget for the General Fund totals \$632.8 million compared to last year's operating budget of \$568.8 million, or an increase of \$64 million. The budget is balanced at the existing tax rate of \$0.299999, the same tax rate as last year. It is the 29th consecutive year in which Bexar County either lowers or maintains its tax rate for property owners.

###