

JUNE 18, 2025 AGENDA ITEM

BOARD MEETING MINUTES OF MAY 22, 2025

**Bexar County
Emergency Services District No. 11
Priority Goal Setting Meeting Notice
May 22, 2025
12:00 P.M.**

Bexar County Emergency Services District No. 11 (BCESD11) will conduct a Priority Goal Setting Board meeting at the BCESD11 Fire Facility located at 7412 Walzem Road, San Antonio, TX 78244 on May 22, 2025 beginning at 12:00 P.M. The following items will be discussed:

1. Call the BCESD11 Board meeting to Order and establish a quorum. 12:00PM Present: True/Stevens/Brown/Williams/ Herrera

- a. Pledge of Allegiance

2. Citizen Public Forum (3-minute time limit per individual) None

3. Presentation by Administrator Foster: Ms. Foster gave a review of last year's Goals Meeting and shared with the board that staff has done a tremendous job at meeting the goals. Fiscal Responsibility: Bills paid on time; increased reserve; responsible spending. Employee Retention: 3 employees have left employment with ESD11. We have increased the size of our staff and have a better response to job advertisements. Pro-Pay is currently in process. Training: Training has been a paramount focus of Chief Wendt. Staff were very pleased and grateful for the opportunities. Community Involvement: The addition of Santa Visit, Blood Drive, Public Relation/Education Program have been well received. Asset Replacement: Although a true Asset Replacement Program has not been adopted, the board continues to support the designation of funds toward future capital/replacement purchases. Growth: There is a desire to increase staff by two per shift bringing it to 12 per shift. Budget revenues dictate this growth. BCESD11 remains hopeful for more development and some legislation that would favor the ESD's.

This FY 2025/26, staff have identified the opportunity to make one-time purchases with additional revenue and cost savings of approximately \$500,000.

This FY 2025/26, staff is requesting a compensation study (approximately \$18,000) that will assess the competitiveness of ESD11's compensation structure. The study would also review the employee manual and job descriptions.

A marquis has been discussed previously. The current bids represent approximately \$50,000 in expense.

4. Presentation by Chief Wendt: Chief met with the Captains and Lieutenants regarding the budget process. Feedback was given from staff level of agreed upon recommendations to include in budget requests. Pay was heavily discussed. A training facility (approximately \$300,000). Add a position for an 8-5 Training Officer. A rescue trailer and supplies to participate with the East Side Rescue Team (approximately \$50,000). Squad Vehicle (approximately \$100,000). Continue with renovations at Station 140.

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5. Board Member Goal Setting Workshop – The Goal Setting Workshop is an annual opportunity for the Board and the Executive Team to discuss and set its priorities for the next fiscal year, October 1, 2025 – September 30, 2026 (FY 2025/26) The board gave a consensus to move forward with recommendations into the budget request process.
6. Discussion of agenda items to be added to the next regularly scheduled monthly Board meeting on June 18, 2025.
7. General Announcements: President True reminded everyone to sign up for the SAFE-D training at the Expo Hall. If you need help signing up, see Ms. Foster.
8. Adjournment 1:50PM Motion made by Commissioner Williams and 2nd by Commissioner Stevens. Motion passes 5/0

I certify that the above notice of meeting was posted at BCESD11 Station 141 at 7412 Walzem Road, San Antonio, TX 78244 and at www.BCESD11org by 12:00 P.M. on Monday, May 19, 2025.

Kathy Foster
Administrator

Note: The Board may retire to Executive Session any time between the meeting's opening and adjournment for any purposes authorized by the Texas Open Meetings Act including but not limited to: consultation with legal counsel (Section 551.071 of the Texas Government Code); personnel matters (Section 551.074) and/or discussion of real estate acquisition (Section 551.072). Action, if any, will be taken in open session. This facility is wheelchair accessible and accessible parking spaces are available. Requests for accommodation or interpretative services must be made 48 hours prior to this meeting. Please contact the Administrator, for concerns or requests, at (210) 467-5878. Anyone wishing to record or film the meeting will do so in the designated area.

ATTEST:


Kathy Foster, BCESD11 Administrator


Rudy Herrera, BCESD11 Board Secretary