



BEXAR COUNTY EMERGENCY SERVICES DISTRICT NO. 11

**Notice of Special
Goals Meeting
Bexar County
July 22, 2026
TIME CHANGE
6:00 P.M.**

Bexar County Emergency Services District No. 11 (BCESD11) will conduct a Regular Board meeting at the BCESD11 Fire Facility located at 7412 Walzem Road, Converse, TX 78244 on July 22, 2026 beginning at 6:00 P.M. The following items will be discussed:

1. Call the BCESD11 Board meeting to Order and establish a quorum. 6PM Present: True, Brown and Williams. Absent - Herrera
 - a. Pledge of Allegiance
2. Citizen Public Forum (3-minute time limit per individual) None
3. Presentation by Administrator Foster – Discussion regarding revenue forecasts, salary and healthcare assumptions, possible new budget line items and debt balances. Reviewed goals from past years. Handouts were distributed. Property Tax remains the top priority as legislators debate to reduce or remove the property tax with now replacement of that revenue. With the new exemptions imposed this year, BCESD11 will see a \$100,000 reduction in revenue received. Sales tax remains healthy with a 9.68% increase over last year's receipts. Interest rates are still healthy at 4%. Deployment reimbursements are steady; however, these are not thought of as income/revenue. They are reimbursements. BCESD11 fronts the money. As for expenses, most remarkable will always be capital items due to the higher costs of these items. Chief will go over these in detail. Employee salaries regarding step increases are 2.5% per employee and the Cost-of-Living Market adjustment could be 3.5%. My recommendation is to approve to continue the step increases and take into consideration a market adjustment was already done mid-year this fiscal year and possibly vote for 1.5 – 2% COLA. Health Insurance is always a volatile subject. This year, the preliminary data shows that our claims experience has come down therefore we should not see a high double-digit increase. Possibly 9% - 13%. Employee relations have increased due to the roster containing 6 employees eligible for retirement. Annual exams mandated by TCFP must be provided to all shift employees at an approximate cost of \$700 per employee. Community involvement has continued to grow along with social media exposure. Asset replacement funds have been discussed each year yet have not been achieved. Dedicated funds started in a money market account could be achieved by using the dormant capital bank account.
4. Presentation by Richard Wendt – Discussion regarding capital items to be requested, personnel, building and vehicle maintenance, training and future endeavors. Uniforms will go as we begin the process of getting everyone their Class A uniforms. A request to increase training to cover new classes and software. Rescue tools is a carry over that will not be completed in FY25/26 as well as the training facility will be re-budgeted. The time has been extended to early 2027 for the pre-build of the truck and receiving it in 2028. Personnel request includes a new Training Officer position as well as the addition of 3 more spots to add one more person per shift. We believe that

AUGUST 20, 2026 AGENDA ITEM
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this will alleviate some overtime costs due to illness and vacations and spots filled at the OT rate to maintain the minimum. The training building and more staff will credit the ISO score. Vehicle maintenance and fuel are increasing this coming year. Capital items include a security fence at 140, 140 phase 2 are the bathrooms, the training building discussed earlier, chief's truck time for replacement and sell/trade the Durango, remaining upgrades to the brush truck, water softener project mandated by NFPA standards on cleaning bunker gear.

5. Board Member Goal Setting Workshop – The Setting Workshop is an annual opportunity for the Board and Executive Team to discuss and set its priorities for the next fiscal year, October 1, 2026 – September 30, 2027 (FY2026/27). No vote will take place. President True would like to involve the HOA's to hold meetings at our station and we can participate with a presentation. President True is working on adding signage for Gulf Shore at the FM78 entrance. Commissioner Herrera would like to see another blood drive to be at our station. President True would like and explanation of the vehicle maintenance. Captain Gawlik forecasts some critical repairs and asked that this line be raised. President True asked for more clarification with the deployment income. Chief Wendt reminded the board that is a reimbursement and is still an important function and experience for staff.
6. Discussion of agenda items to be added to the next regularly scheduled monthly board meeting on August 20, 2026 and reminder of Special Board Meeting on August 5, 2026.
7. General Announcements
8. Adjournment 7:06PM Motion made by Commissioner Herrera 2nd by Commissioner Williams. Motion passes 4/0

I certify that the above notice of meeting was posted at BCESD11 Station 141 at 7412 Walzem Road, Converse, TX 78244 and at www.BCESD11.org by 6:00 P.M. on Thursday, July 15, 2026.

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 sessions. 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:


Rudy Herrera, BCESD11 Board Secretary


Kathy Foster, BCESD11 Administrator