OPPORTUNITY HOME SAN ANTONIO **September 2, 2026**

MEMORANDUM

To: Board of Commissioners

From: Michael Reyes, President and CEO

RE: September 2, 2026 Board Meetings Executive Summary

REGULAR BOARD MEETING

Agenda Item Number:

Minutes

3. Approval of the August 5, 2026, Regular Board meeting minutes
   - **Attachment:** Meeting Minutes

Individual Items

4. Consideration and approval regarding **Resolution 6904**, authorizing the Lincoln Heights Courts Creek Disposition (Edgar Olivas, Assistant Director of Development Services and Neighborhood Revitalization)
   Purpose: To authorize the submission of a disposition application to the U.S. Department of Housing and Urban Development (HUD) and the subsequent sale of a portion of the Lincoln Heights Courts property to the San Antonio River Authority (SARA).
   Key Details:
   - **Property Disposition:** The area identified for sale includes the creek bed portion of the Lincoln Heights Courts property.
   - **Project Context:** This land acquisition is necessary for SARA's Westside Creeks Eco-Restoration Project, which aims to provide flood control, beautification, and recreational features, including trails, riparian vegetation, and water fountains.
   - **Operational Impact:** The disposition is limited to the creek bed area and does not impact existing operations, buildings, or future redevelopment plans at Lincoln Heights Courts.
   - **Financial Impact:** The sale will generate funds for public housing use, fulfilling a public purpose consistent with the Housing Authority's mission.

   Authorization: Upon HUD approval of the application, the President and CEO (or designated officers) are authorized to negotiate and execute all necessary documents to complete the sale in accordance with the accepted terms.
   Attachments: Resolution 6904, Slides
   Reference Appendix B: Memo, Exhibit A

5. Consideration and approval regarding **Resolution 6967**, adopting the updated Opportunity Home, Innovative Technology Acceptable Use Policy (Jo Ana Alvarado, Sr. Director, Innovative Technology)
   Purpose: This policy provides the governing framework for how all users access, disclose, and manage information created, received, or stored within the

Organization's computer systems, cloud-hosted servers, email, and network services. The primary goal of these updates is to protect the confidentiality, integrity, and availability of digital assets by aligning policy standards with modern technological practices.
Background: The Board originally approved the preceding "Computer Facility Usage Policy" on December 4, 2008, as part of the Personnel Policies and Procedures manual. Significant changes in the technology landscape—including the rise of cloud computing, advanced AI, and remote work—require modernizing these guidelines to ensure robust protection of organizational data.
Key Updates: The revised policy introduces several critical updates to replace outdated procedures, including:

- **Artificial Intelligence:** Establishes an AI-specific section covering ethical use, prohibiting the entry of PII into unregulated AI tools, and banning the use of personal accounts for work tasks.
- **Enhanced Cybersecurity**: Mandates the installation of enterprise security tools (Cortex XDR and GlobalProtect VPN) and strictly prohibits the use of unauthorized removable media.
- **Cloud Storage Standards**: Requires mandatory use of Google Drive for all business files and explicitly forbids the use of unauthorized alternative cloud services.
- **Secure Communications**: Requires the Virtru Gmail extension for encrypted transmission of PII.
- **Remote Work Protocols**: Adds comprehensive requirements for secure remote access, including device locking and secure physical storage of hardware.
- **Compliance**: Replaces legacy sign-offs with a new, standalone "Technology Usage Policy and Guidelines Acknowledgment" form.

Attachments: Resolution 6964, Slides
Reference Appendix C: Memo, New Policy, Previous Policy

6. Consideration and approval regarding **Resolution 6975**, authorizing the President and CEO to approve and proceed with various providers of Employee Primary Health Plans, other Employer-Provided Plans, and an Electronic Benefits Enrollment Platform for Calendar Year 2027 (Marcus Peoples, Senior Director of Human Resources)
Purpose: Authorization for the President and CEO, or designee, to execute necessary agreements and proceed with various insurance benefit providers for the calendar year 2027. Current benefit administration contracts will terminate on December 31, 2026. Approval ensures uninterrupted coverage for Organization employees across primary health, pharmaceutical, dental, vision, disability, life insurance, and ancillary support services.
Financial Impact: The total projected cost for the 2027 Employee Benefits Program is $12,544,220, combining employee and employer contributions. This cost structure is accounted for within the Board-approved FY 2026–2027 operating budget.
Key Plan Highlights

- **Primary Carrier Partnership:** Blue Cross Blue Shield of Texas (BCBS) will continue as the primary health provider for medical and dental plans, offering rate guarantees for 2027 with ongoing quarterly plan reviews.
- **Medical Plan Offerings:** Opportunity Home will continue to offer two distinct medical options for an estimated 449 participating employees:
  - **Blue Essentials:** A standard, lower-cost HMO-style plan coordinating care through a Primary Care Physician (PCP) across a broad network (projected enrollment: 337 employees).
  - **Preferred Provider Organization (PPO):** A higher-cost option offering direct specialist access and in-and-out-of-network coverage (projected enrollment: 112 employees).
- **Ancillary and Legal Services:** Continued partnership with Arag Legal for legal document review/attorney access and AllOne Health for EAP counseling and supportive services.
- **Future Procurement:** In early 2027, the Organization plans to issue Requests for Proposals (RFPs) for disability administration, flexible spending accounts, life insurance, AD&D, and critical illness benefits

Employee and Contribution Impact: To ensure long-term financial sustainability while maintaining high-quality coverage, Opportunity Home is shifting total contribution ratios from 83% employer / 17% employee (2025 baseline) to 81.4% employer / 18.6% employee for calendar year 2027.
Attachments: Resolution, Slides
Reference Appendix D: Memo

7. Consideration and approval regarding **Resolution 6980,** authorizing the submission of a disposition application to the U.S. Department of Housing and Urban Development (HUD) to facilitate the sale of 18 vacant, scattered-site residential properties (Nicholas Delaunay, Project Manager I)
Purpose: Authorization for the submission of a disposition application to the U.S. Department of Housing and Urban Development (HUD) to facilitate the sale of 18 vacant, scattered-site residential properties.
Rationale: Following a comprehensive portfolio review, these 18 properties were identified as operationally and financially inefficient due to their physical condition and the substantial maintenance resources required. Disposing of these assets will reduce ongoing expenditures and allow reallocation of funds to higher-priority needs within the Opportunity Home portfolio.
Disposition Strategy: Properties will be offered first to key affordable housing partners. Remaining properties will be listed on the official website and the San Antonio Multiple Listing Service (MLS) for public sale.
Financial Impact: Associated costs, such as appraisals and environmental assessments, will be funded by the Public Housing Capital Fund Program. Net proceeds from the sales will be dedicated to the repositioning and preservation of viable Public Housing assets.
Resident Impact: No resident relocation is required, as all properties are currently vacant.
Attachments: Resolution 6980, Slides
Reference Appendix A: Memo, Exhibit A

8. Consideration and approval regarding **Resolution 6979,** authorizing the expenditure of additional funds for moving and temporary storage services for Ravello Apartments to Swift Movers LLC (Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Sr Director, Construction Services, Capital Projects Division)
   Purpose: Obtain Board approval for an additional expenditure of $86,584 for moving and temporary storage services provided by Swift Movers LLC. This increase is required to address unexpected project delays and inaccuracies in the vendor's initial estimates, ensuring the continuation of necessary renovation work at the Ravello Apartments.
   Background: On February 4, 2026, the Board approved a contract with Swift Movers LLC (not to exceed $415,601) for packing, storage, and unpacking services to facilitate the renovation of 133 units at the Ravello Apartments.
   Project Delays and Increased Costs: The project has experienced significant delays due to fire-suppression issues, alarm-system deficiencies, and inspection requirements. Furthermore, initial vendor estimates were inaccurate, requiring:
   - Doubled labor hours (from 7.25 to 14.5 hours per unit).
   - A larger moving crew (from 3 to 6 movers).
   - Increased transportation resources (from one to two trucks).
   - Extended storage duration.

   Financial Impact: Staff is requesting an increase of $86,583. This amount represents the maximum 25% statutory increase permitted under Texas Local Government Code § 252.048(d).12
   Next Steps: Future expenditures beyond this requested amount will be managed under the existing Master Agreement with Swift Movers LLC, with delegated authority from the President and CEO.
   Attachments: Resolution 6979, Slides
   Reference Appendix E: Memo

9. Consideration and approval regarding **Resolution 6982,** ratifying the award of a contract for Natural Gas System Inspection, Patrols, and Reporting to Chapman Engineering (Vanessa Caballero, Interim Director of Procurement; Marisa Smithwick, Senior Director of Public Housing)
   Purpose: To ratify a contract award to Chapman Engineering Inc. for natural gas system inspections, routine patrols, and compliance reporting.
   Background: Opportunity Home is mandated by the Railroad Commission of Texas (RRCT) to maintain, inspect, and keep rigorous records for its natural gas distribution infrastructure. This contract ensures compliance across approximately 26,500 feet of 1-inch to 4-inch underground piping serving owned master-metered Public Housing properties, as well as additional Opportunity Home-related natural gas infrastructure serviced by CPS Energy. Under this agreement, Chapman Engineering will maintain regulatory compliance, perform inspections and patrols, and manage required plans and manuals in both electronic and physical binder formats.
   - **Public Health and Safety:** Because natural gas system operation and integrity directly impact resident safety, this contract qualifies as an essential procurement necessary to preserve or protect the public health or

safety of municipal residents pursuant to the State of Texas Local Government Code § 252.022(a)(2).

- **Procurement History:** Invitation For Bids (IFB) #2602-5643 was issued on February 12, 2026, and closed on March 17, 2026. Following initial contract approval (Resolution 6935), the awarded vendor requested contract adjustments. The bid was to be based on fully burdened costs. These proposed changes were outside the scope of the contract.
- **Executive Authority and Board Ratification**: The contract award was authorized under the executive authority of the President and CEO per Resolution 6983, with formal ratification being presented to the Board of Commissioners at the September 2026 meeting.

Financial Impact: The contract carries an annual cost not to exceed $350,000. The initial term is set for one (1) year, with administrative options to renew for up to four (4) additional one-year terms. All pricing submitted under the original solicitation was required to be fully burdened to account for standard operational expenses.
Attachments: Resolution 6982, Slides
Reference Appendix F: Memo

Discussion Items

10. Update and discussion regarding the **quarterly finance report** (Aaron Sladek, Senior Director, Finance and Accounting)
Purpose: Provide an update on the financial performance of Opportunity Home San Antonio for the fiscal year ended June 30, 2026. This report summarizes operating results, capital activities, and overall financial condition to facilitate strategic discussion.
Strategic Context: The federal funding environment remains uncertain as Congress addresses Fiscal Year (FY) 2027 appropriations. Management continues to monitor the potential impact of HUD budget levels on future operations.
Attachments: Slides
Reference Appendix G: Memo, Financial Performance Report, Cash and Investment Summary, Grants Report

11. Update and discussion regarding **partnership communities** (Brad McMurray, Chief Asset Management Officer)

- **Purpose**: Brief the Board on the operational status, asset management responsibilities, and strategic outlook of the Partnership Communities division. The division is dedicated to ensuring the long-term financial and physical viability of Opportunity Home's assets while advancing the mission of providing quality, sustainable, affordable housing.
- **Attachments:** Slides

12. Update and discussion regarding the **Administrative departments** (Muriel Rhoder, Executive Vice President and Chief Administrative Officer)

- **Purpose**: Brief the Board of Commissioners on the operational functions, current service offerings, and strategic goals for 2026–27 for the Administrative departments under the leadership of the Executive Vice President and Chief Administrative Officer. This update outlines departmental services, demonstrates strategic alignment, and reports on operational goals.

- **Attachments:** Slides

13. Update and discussion regarding **Community Development Initiatives** (Susan Ramos-Sossaman, Director of Community Development Initiatives)

- **Purpose**: Inform the Board of Commissioners on the operational framework, strategic impact, and key performance metrics of Opportunity Home's Community Development Initiatives (CDI) department. This update outlines performance across major programs, including Family Self-Sufficiency (FSS), Resident Opportunity and Self-Sufficiency (ROSS), Jobs Plus, and Elderly and Disabled Services (EDS), with respect to the pillars of self-sufficiency, age-in-place, resident leadership, youth services, and partnerships.
- **Attachments:** Slides

14. President's Report

- Organization News and Updates
- Resident and Staff Spotlights and Recognition
- Event and Activity Participation Recaps
- Upcoming Event Participation and Holiday Notifications

Closed Session

15. Personnel/Consultation with Attorney

Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or to hear a complaint or charge against an officer or employee and obtain legal advice regarding legal issues pursuant to Texas Government Code Sec. 551.074 (personnel) and Texas Government Code Sec. 551.071 (consultation with attorney).

- Consultation with attorney regarding the Evaluation of the Board of Commissioners
- Consultation with attorney and consideration of President and CEO performance review and contract

Reports

- Procurement Activity Report
- Call Center Operations and Performance Overview Update
- Quarterly Operations Update

Reference Appendix H

Resources

- Developments Overview Table
- Development Process Table

Reference Appendix I

16. Adjournment

OPPORTUNITY HOME SAN ANTONIO

REGULAR BOARD MEETING
SEPTEMBER 2, 2026

OPPORTUNITY™ HOME SAN ANTONIO
A COMMUNITY OF POSSIBILITIES

JOIN MEETING
CENTRAL OFFICE
818 S. Flores St.
San Antonio, TX 78204

REGULAR BOARD MEETING

1:00 p.m. | Wednesday | September 2, 2026

At least four Commissioners will be physically present at this location, and up to three other Commissioners may attend by videoconferencing, as permitted by Tex. Gov't Code Section 551.127. The presiding Officer will also be present at this location.

MEETING CALLED TO ORDER

1. The Board of Commissioners or its Committee may hold a closed meeting pursuant to Texas Government Code § 551.071-076 for consultation concerning attorney-client matters, real estate, litigation, personnel, and security matters. The Board or Committee reserves the right to enter into a closed meeting at any time during the course of the meeting.

CITIZENS TO BE HEARD

2. **Citizens to be Heard** at approximately 1:00 p.m. (may be heard after this time). Citizens wishing to speak on any issues, including ones not related to items posted on the agenda, should personally request to be placed on the Citizens to be Heard roster prior to 12:45 p.m. Citizens will be given up to three minutes to speak. Each citizen will be permitted to speak only once. A Spanish/English translator will be available to citizens needing translation.

Now is the time for Citizens to be Heard. The Board asks the public to address concerns related to Opportunity Home matters and policy, and not include statements that may be considered defamatory of any individual. The Board encourages members of the public to direct specific concerns or problems to Opportunity Home staff for more prompt resolution. The Board will not discuss the comments of speakers or respond to speakers during the Citizens to be Heard portion of the agenda.

MINUTES

3. Minutes

- Approval of the August 5, 2026, Regular Board meeting minutes

INDIVIDUAL ITEMS

4. Consideration and approval regarding Resolution 6904, authorizing the Lincoln Heights Courts Creek Disposition (Edgar Olivas, Assistant Director of Development Services and Neighborhood Revitalization)

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5. Consideration and approval regarding Resolution 6967, adopting the updated Opportunity Home, Innovative Technology Acceptable Use Policy (Jo Ana Alvarado, Sr. Director, Innovative Technology)

6. Consideration and approval regarding Resolution 6975, authorizing the President and CEO to approve and proceed with various providers of Employee Primary Health Plans, other Employer-Provided Plans, and an Electronic Benefits Enrollment Platform for Calendar Year 2027 (Marcus Peoples, Senior Director of Human Resources)

7. Consideration and approval regarding Resolution 6980, authorizing the submission of a disposition application to the U.S. Department of Housing and Urban Development (HUD) to facilitate the sale of 18 vacant, scattered-site residential properties (Nicholas Delaunay, Project Manager I)

8. Consideration and approval regarding Resolution 6979, authorizing the expenditure of additional funds for moving and temporary storage services for Ravello Apartments to Swift Movers LLC (Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Senior Director, Construction Services, Capital Projects Division)

9. Consideration and approval regarding Resolution 6982, ratifying the award of a contract for Natural Gas System Inspection, Patrols, and Reporting to Chapman Engineering (Vanessa Caballero, Interim Director of Procurement; Marisa Smithwick, Senior Director of Public Housing)

DISCUSSION ITEMS

10. Update and discussion regarding the quarterly finance report (Aaron Sladek, Senior Director, Finance and Accounting)

11. Update and discussion regarding Partnership Communities (Brad McMurray, Chief Asset Management Officer)

12. Update and discussion regarding the Administrative departments (Muriel Rhoder, Executive Vice President and Chief Administrative Officer)

13. Update and discussion regarding Community Development Initiatives (Susan Ramos-Sossaman, Director of Community Development Initiatives)

14. President's Report

- Organization News and Updates
- Resident and Staff Spotlights and Recognition
- Event and Activity Participation Recaps
- Upcoming Event Participation and Holiday Notifications

CLOSED SESSION

15. Personnel/Consultation with Attorney

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- Consultation with attorney regarding the Evaluation of the Board of Commissioners
- Consultation with attorney and consideration of President and CEO performance review and contract

REPORTS

- Procurement Activity Report
- Call Center Operations and Performance Overview Update
- Quarterly Operations Update

RESOURCES

- Developments Overview Table
- Development Process Tables

16. Adjournment

Posted on: 8/26/2026 5:00 PM

*Note: Whenever the Texas Open Meetings Act (Section 551.001 et seq. of the Texas Government Code) provides for a closed meeting in matters concerning legal advice, real estate, contracts, personnel matters, or security issues, the Board may find a closed meeting to be necessary. For the convenience of the citizens interested in an item preceded by an asterisk, notice is given that a closed meeting is contemplated. However, the Board reserves the right to go into a closed meeting on any other item, whether it has an asterisk, when the Board determines there is a need and a closed meeting is permitted.

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"Pursuant to § 30.06, Penal Code, (trespass by holder license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not attend this meeting with a concealed handgun."
"Pursuant to § 30.07, Penal Code, (trespass by holder license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not attend this meeting with a handgun that is carried openly."

OPPORTUNITY HOME SAN ANTONIO

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MINUTES OF OPPORTUNITY HOME SAN ANTONIO REGULAR BOARD MEETING

Meeting Called to Order

I. Call to Order

Chair Garcia-Diaz called the Regular Board Meeting of Opportunity Home San Antonio to order at 1:17 PM CST on August 5, 2026. The meeting was held at Snowden Senior Living, located at 7223 Snowden Rd., San Antonio, TX 78240.

Board Members Present:
Chair Estrellita Garcia-Diaz, Vice Chair Leilah Powell, Barbara Ankamah Burford, Taneka "Nikki" Johnson, and Dr. Norma Martinez Rogers.

Adviser Present:
Doug Poneck, General Counsel.

Guests Present:
Michael Reyes, President and CEO; Jarrad Thierath, Senior Director of Development Services and Neighborhood Revitalization; Nicholas Tennessee, MTW and Strategy Analyst; Brad McMurray, Chief Asset Management Officer; Nicholas Delaunay, Project Manager I; Stephanie Rodriguez, Senior Director of Housing Voucher Services; Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Senior Director of Capital Projects Division; Victoria Febus, Director of Affordable Housing Communities; Muriel Rhoder, Executive Vice President and Chief Administrative Officer; and Jennifer Dominquez, Director of Risk Management and Asset Resilience.

Jason Arechiga, Senior Vice President of Development, NRP Group

Board Members Absent:
Janet Garcia and Kayla Miranda.

Quorum:
A quorum was established with five (5) voting members present.

Citizens to be Heard

II. Citizens to be Heard

Citizens wishing to speak on any issues, including those unrelated to items posted on the agenda, were given three minutes to do so. Fifteen (15) citizens signed up to speak; thirteen (12) spoke; and two (2) ceded their time.

Minutes

III. Minutes

Commissioner Johnson moved to approve the minutes of the June 3, 2026, Regular Board Meeting. Vice Chair Powell seconded the motion. The motion carried with five (5) in favor and none against by a voice vote.

Public Hearing

IV. Resolution 6954

Public Hearing regarding Resolution 6954

No (0) citizens signed up to speak; none (0) spoke; and none (0) ceded their time.

Individual Items

V. Resolution 6954

Consideration and approval regarding Resolution 6954, authorizing the Las Varas Public Facility Corporation Multifamily Housing Revenue Notes (Lakeside Lofts) Series 2026, and the San Antonio Housing Facility Corporation's participation in the Lakeside Lofts transaction (Jarrad Thierath, Senior Director of Development Services and Neighborhood Revitalization)

Main Motion Regarding Resolution 6954

Moved by Vice Chair Powell. Seconded by Commissioner Johnson. The motion carried with five (5) in favor and none against by a voice vote.

VI. Resolution 6963

Consideration and approval regarding Resolution 6963, authorizing the proposed 2026-2027 Moving To Work (MTW) Agency plan Amendment (Nicholas Tennessee, MTW and Strategy Analyst)

Main Motion Regarding Resolution 6963

Moved by Vice Chair Powell. Seconded by Commissioner Ankamah Burford. The motion carried with five (5) in favor and none against by a voice vote.

VII. Resolution 6956

Consideration and approval regarding Resolution 6956, authorizing the Artisan at Creekside Project Easement Transaction, and the San Antonio Housing Facility Corporation’s approval of the Easement Transaction (Brad McMurray, Chief Asset Management Officer)

Main Motion Regarding Resolution 6956

Moved by Commissioner Johnson. Seconded by Commissioner Ankamah Burford. The motion carried with five (5) in favor and none against by a voice vote.

VIII. Resolution 6969

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Consideration and approval regarding Resolution 6969, authorizing the Las Varas Public Facility Corporation to approve a resolution authorizing reassignment of carryforward designation for the Bristol at the Preserve and Augustine at Palo Alto Apartments Projects (Brad McMurray, Chief Asset Management Officer)

IX. Resolution 6970

Consideration and approval regarding Resolution 6970, authorizing the Las Varas Public Facility Corporation and the San Antonio Housing Facility Corporation to approve the inducement resolutions for the San Juan I, San Juan II, La Providencia, Monterrey Park, and Artisan at Creekside 4% Low Income Housing Tax Credit Projects (Brad McMurray, Chief Asset Management Officer)

Main Motion Regarding Resolutions 6969 and 6970

Moved by Vice Chair Powell. Seconded by Commissioner Ankamah Burford. The motion carried with five (5) in favor and none against by a voice vote.

Commissioner Johnson exited the meeting.

X. Resolution 6964

Consideration and approval regarding Resolution 6964, authorizing the Dalian 151 Apartments transaction, including authorizing the San Antonio Housing Facility Corporation's participation in the Dalian 151 Apartments transaction (Nicholas Delaunay, Project Manager I)

XI. Resolution 6965

Consideration and approval regarding Resolution 6965, authorizing the Dalian Monterrey Village Apartments transaction, including authorizing the San Antonio Housing Facility Corporation's participation in the Dalian Monterrey Village Apartments transaction (Nicholas Delaunay, Project Manager I)

Main Motion Regarding Resolutions 6964 and 6965

Moved by Vice Chair Powell. Seconded by Commissioner Ankamah Burford. The motion carried with four (4) in favor and none against by a voice vote.

Commissioner Johnson returned to the meeting.

XII. Resolution 6966

Consideration and approval regarding Resolution 6966, authorizing the Housing Voucher Services (HVS) department to allocate 26 Project-Based Vouchers (PBV) to The Ravello Opportunity Home Development (Stephanie Rodriguez, Senior Director of Housing Voucher Services)

Main Motion Regarding Resolution 6966

Moved by Commissioner Johnson. Seconded by Commissioner Ankamah Burford. The motion carried with five (5) in favor and none against by a voice vote.

XIII. Resolution 6962

Consideration and approval regarding Resolution 6962, authorizing the award of a contract for Pre-Construction and General Contracting Service for EPC III to Geofill Construction (Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Senior Director of Capital Projects Division)

Main Motion Regarding Resolution 6962

Moved by Commissioner Johnson. Seconded by Commissioner Ankamah Burford. The motion carried with five (5) in favor and none against by a voice vote.

XIV. Resolution 6961

Consideration and approval regarding Resolution 6961, authorizing the award of a contract for Central Office roof replacement to JSP Innovative Construction LLC (Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Senior Director of Capital Projects Division)

Main Motion Regarding Resolution 6961

Moved by Vice Chair Powell. Seconded by Commissioner Johnson. The motion carried with five (5) in favor and none against by a voice vote.

XV. Resolution 6959

Consideration and approval regarding Resolution 6959, authorizing the award of a contract for exterior siding replacement at Dietrich Road Apartments to JMI Contractors LLC (Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Senior Director of Capital Projects Division; Victoria Febus, Director of Affordable Housing Communities)

Main Motion Regarding Resolution 6959

Moved by Commissioner Johnson. Seconded by Commissioner Ankamah Burford. The motion carried with five (5) in favor and none against by a voice vote.

Vice Chair Powell exited the meeting.

XVI. Resolution 6960

Consideration and approval regarding Resolution 6960, authorizing the award of a contract for elevator maintenance and repair organization-wide to ATTA Elevators (Vanessa Caballero, Interim Director of Procurement; Hector Martinez, Senior Director of Capital Projects Division)

Main Motion Regarding Resolution 6960

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Moved by Commissioner Ankamah Burford. Seconded by Commissioner Johnson. The motion carried with four (4) in favor and none against by a voice vote.

Commissioner Martinez Rogers exited the meeting.
Vice Chair Powell returned to the meeting.

XVII. Resolution 6955

Consideration and approval regarding Resolution 6955, authorizing the award of a contract for Development Partner for HB Gonzalez to Volunteers of America National Services (Vanessa Caballero, Interim Director of Procurement; Jarrad Thierath, Senior Director of Development Services and Neighborhood Revitalization)

Main Motion Regarding Resolution 6955

Moved by Vice Chair Powell. Seconded by Commissioner Ankamah Burford. The motion carried with four (4) in favor and none against by a voice vote.

With no objections, the Chair recessed the meeting at 3:41 PM CST.
The Board returned from recess and called the meeting to order at 4:01 PM CST.

XVIII. Resolution 6957

Consideration and approval regarding Resolution 6957, authorizing the award of contracts for mowing and grounds maintenance services for Affordable Housing Communities to A&S Landscaping Services, Blue Lacy Landscape and Maintenance Co, Goodwill Industries of San Antonio, and HRTG Landscapes, LLC dba Heritage Landscapes (Vanessa Caballero, Interim Director of Procurement; Victoria Febus, Director of Affordable Housing Communities)

Main Motion Regarding Resolution 6957

Moved by Commissioner Johnson. Seconded by Vice Chair Powell. The motion carried with four (4) in favor and none against by a voice vote.

XIX. Resolution 6958

Consideration and approval regarding Resolution 6958, ratifying past expenditures and approving continued funding for HVAC Equipment, Supplies, and Installation to Custom Whole Supply - Johnstone Supply (Muriel Rhoder, Executive Vice President and Chief Administrative Officer)

Main Motion Regarding Resolution 6958

Moved by Commissioner Johnson. Seconded by Commissioner Ankamah Burford. The motion carried with four (4) in favor and none against by a voice vote.

XX. Resolution 6968

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Consideration and approval regarding Resolution 6968, authorizing the award of a contract for various security services to Texas Lawman Security and Traffic Control (Muriel Rhoder, Executive Vice President and Chief Administrative Officer; Domingo Ibarra, Director of Security)

Main Motion Regarding Resolution 6968
Moved by Commissioner Ankamah Burford. Seconded by Vice Chair Powell. The motion carried with four (4) in favor and none against by a voice vote.

XXI. Annual Elections
Board of Commissioners annual elections (Doug Poneck, Board Counsel)

Main Motion Regarding Election of Board Chair
Commissioner Ankamah Burford nominated Estrellita Garcia-Diaz. The motion carried with four (4) in favor and none against by a voice vote.

Main Motion Regarding Election of Board Vice Chair
Commissioner Powell nominated Taneka "Nikki" Johnson. The motion carried with four (4) in favor and none against by a voice vote.

Discussion Items

XXII. Update and discussion regarding Resolution 6946, concerning renewal of Insurance Policies for 2026-2027 (Jennifer Dominquez, Director of Risk Management and Asset Resilience)

XXIII. President's Report

- Organization News and Updates
- Resident and Staff Spotlights and Recognition
- Event and Activity Participation Recaps
- Upcoming Event Participation and Holiday Notifications

Action Regarding Recess
With no objections, the Board recessed the Regular Board meeting at 4:27 PM CST, and entered into the Las Varas Public Facility Corporation and the San Antonio Housing Facility Corporation meetings.

The Board returned from recess at 4:32 PM CST.

Action Regarding Closed Session
With no objections, the Board recessed the Regular Board meeting at 4:33 PM CST, and entered into Closed Session.

XXIV. Closed Session

OPPORTUNITY HOME SAN ANTONIO
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Personnel/Consultation with Attorney
Deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee and obtain legal advice regarding legal issues pursuant to Texas Government Code Sec. 551.074 (personnel) and Texas Government Code Sec. 551.071 (consultation with attorney).

- Consultation with attorney and consideration of President and CEO performance, review metrics, expectations, and deliverables

Real Estate/Consultation with Attorney
Deliberate the management, purchase, exchange, lease, or value of certain real properties and obtain legal advice regarding related legal issues pursuant to Texas Government Code Sec. 551.072 (real property) and Texas Government Code Sec. 551.071 (consultation with attorney).

- Discussion and consultation with attorney regarding Bristol at Somerset litigation

Consultation with Attorney
Deliberate and obtain legal advice regarding legal issues pursuant to Texas Government Code Sec. 551.071 (consultation with attorney)

- Litigation Update

Action Regarding Closed Session
The Board returned to the Regular Board meeting at 6:20 PM CST.

Main Motion Regarding Closed Session
Commissioner Powell moved to approve the settlement regarding Bristol at Somerset as discussed during closed session. Commissioner Ankamah Burford seconded the motion. The motion carried with four (4) in favor and none against by a voice vote.

Chair Garcia-Diaz moved to approve the President and CEO's performance evaluation and bonus, subject to minor changes, as discussed during closed session. Commissioner Ankamah Burford seconded the motion. The motion carried with four (4) in favor and none against by a voice vote.

REPORTS
Procurement Activity Report
Quarterly Demographic Procurement Report
Recruitment and Staffing Update
Internal Audit Update
Call Center Operations and Performance Overview Update

RESOURCES

Developments Overview Table
Development Process Table

XXV. Adjournment

Main Motion Regarding Adjournment
With no objections, the meeting adjourned at 6:23 PM CST.

ATTEST:

__________________________ ________________
Estrellita Garcia-Diaz **Date**
Chair, Board of Commissioners

__________________________ ________________
Michael Reyes **Date**
President and CEO

Opportunity Home San Antonio
Resolution 6904

RESOLUTION 6904, AUTHORIZING THE SUBMISSION OF A DISPOSITION APPLICATION TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT FOR A PORTION OF THE LINCOLN HEIGHTS COURTS TO INCLUDE THE CREEK BED; THE SALE OF SUCH PROPERTY AND ANY IMPROVEMENTS LOCATED THEREON TO THE SAN ANTONIO RIVER AUTHORITY OR AN AFFILIATE THEREOF; AND THE EXECUTION OF DOCUMENTS AND APPLICATIONS NECESSARY TO CONSUMMATE SUCH ACTIONS; AND OTHER MATTERS IN CONNECTION THEREWITH

WHEREAS, the Housing Authority of the City of San Antonio, Texas, a/k/a Opportunity Home San Antonio ("Opportunity Home"), owns the property described on EXHIBIT A attached hereto, including any improvements located thereon (the "Property") and currently known as a portion of the Lincoln Heights Courts, including the site known as the creek bed; and

WHEREAS, the San Antonio River Authority ("SARA") is in the process of constructing the Westside Creeks Eco-Restoration Project and, in order to complete such project, has determined that it is necessary for it to acquire the Property from Opportunity Home; and

WHEREAS, SARA has appraised the Property and included details regarding its purchase of such Property in that certain Letter from SARA to Opportunity Home dated November 5, 2025, Re: Opportunity Home San Antonio Address: 1315 N. Elmendorf Street (the "Offer Letter"); and

WHEREAS, Opportunity Home desires to accept the terms of the Offer Letter, including the purchase price of the Property based on the appraisal set forth in the Offer Letter and to sell the Property to SARA on such terms (the "Sale"); and

WHEREAS, such actions may require the submission of a disposition application for the Property (the "Application") to HUD and approval of such sale and use of proceeds by HUD.

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of Opportunity Home San Antonio that:

Section 1. Resolution 6904 is hereby approved, authorizing the submission of a disposition application to the U.S. Department of Housing and Urban Development for a portion of the Lincoln Heights Courts to include the creek bed; the sale of such property and any improvements located thereon to the San Antonio River Authority or an affiliate thereof; and the execution of documents and applications necessary to consummate such actions; and other matters in connection therewith.

Section 2. The Submission of the Application to HUD is hereby approved.

Section 3. Subject to HUD's approval of the Application and to the satisfaction of any of HUD's conditions of approval:

a) The terms of the Offer Letter are accepted
b) The Sale is approved

are each hereby approved, subject to the limitations of this Section 3.

Section 4. The President and CEO, or designee, is hereby authorized to negotiate and execute any and all documents and applications and take such other actions as necessary to accomplish the submission of the Application to HUD and the Sale as authorized by and pursuant to the terms set forth in this Resolution, including any and all amendments, changes, or modifications thereto, without the necessity of further action by the Board of Commissioners.

Passed and approved this 2nd day of September 2026.

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Estrellita Garcia-Diaz
Chair, Board of Commissioners

Attested and approved as to form:

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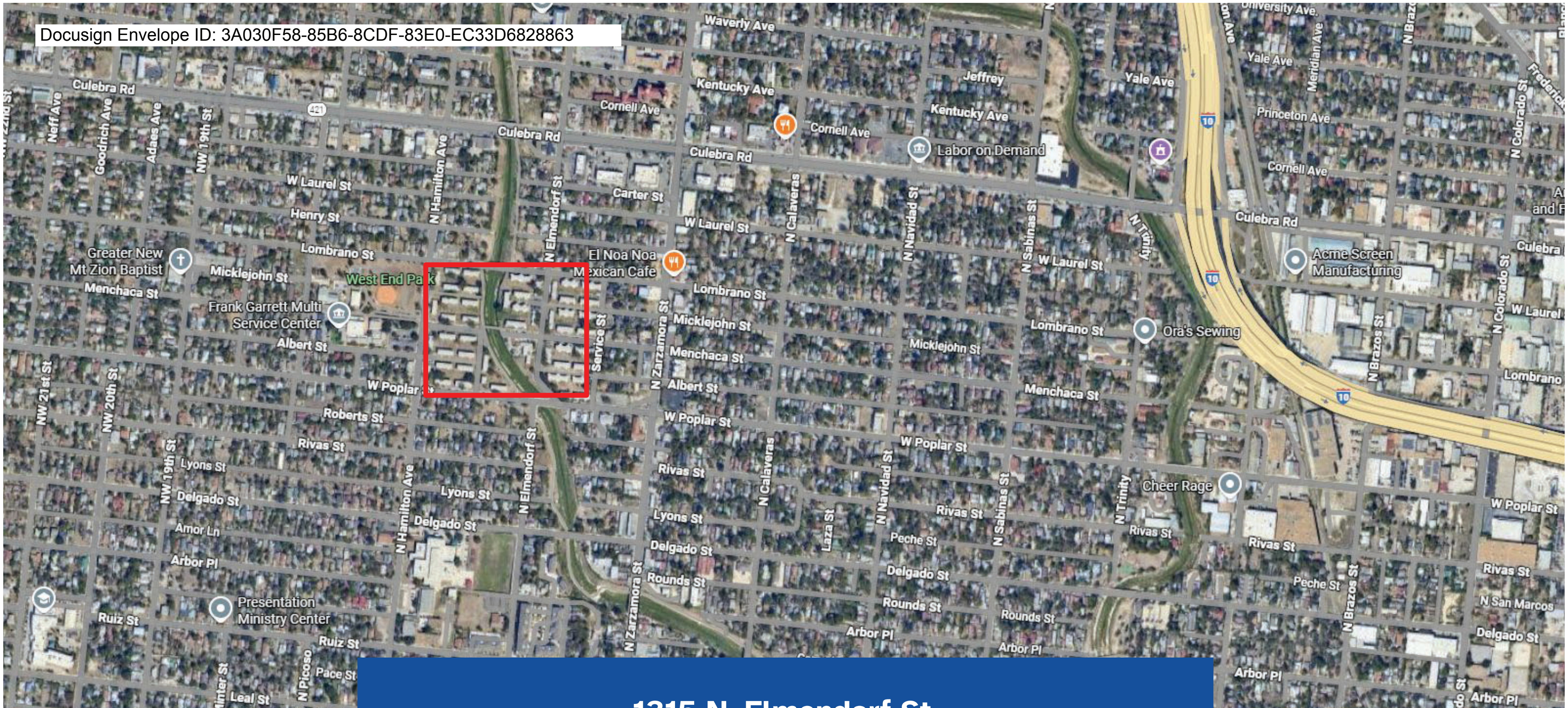
Michael Reyes
President and CEO

Lincoln Heights Courts Creek Bed

OPPORTUNITY HOME SAN ANTONIO

Overview

- We are requesting approval for the disposition and sale of the Alazan Creek Bed at Lincoln Heights Courts to the San Antonio River Authority (SARA)



1315 N. Elmendorf St.

Development Data

- The area in purple (between Lombrano and West Poplar Street) is the area that SARA is requesting for their beautification project
- Typically SARA controls the land in a creek bed as an easement, but due to the historic nature of this development it was never conveyed to SARA
- Because this area is within the creek it is a flood zone and unbuildable
- Conveyance does not affect any current buildings or operations or any future development
- Proceeds received from SARA are considered “program income” and may be used for any public housing purpose

Questions?

OPPORTUNITY HOME SAN ANTONIO

Opportunity Home San Antonio
Resolution 6967

RESOLUTION 6967, ADOPTING THE UPDATED OPPORTUNITY HOME, INNOVATIVE TECHNOLOGY ACCEPTABLE USE POLICY

WHEREAS, digital network and internet access for electronic mail, cloud-hosted shared file/computer, and database system access are resources available to Opportunity Home employees to communicate with each other, other government entities, companies, and individuals for the benefit of Opportunity Home; and

WHEREAS, the Technology Acceptable Use Policy (formerly the Computer Facility Usage Policy) governs how users access and disclose information on Opportunity Home's systems, cloud storage, email, and network services; and

WHEREAS, the Board first approved this policy on December 4, 2008, as part of the Personnel Policies and Procedures manual, with the most recent updates completed on June 15, 2026; and

WHEREAS, staff is requesting approval of the proposed policy updates.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Opportunity Home San Antonio, hereby:

> Approves Resolution 6967, adopting the updated Opportunity Home, Innovative Technology Acceptable Use Policy.

Passed and approved this 5th day of August 2026.

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Estrellita Garcia-Diaz
Chair, Board of Commissioners

Attested and approved as to form:

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Michael Reyes
President and CEO

Updated Technology Acceptable Use Policy

OPPORTUNITY HOME™ SAN ANTONIO

Technology Acceptable Use Update

Policy

Digital network and internet access for electronic mail, cloud-hosted shared file/computer and database system access are resources available to Opportunity Home employees.

These updates to the **Technology Acceptable Use Policy** reflect current acceptable uses and responsibilities for today's technology. The policy will clarify the responsibilities and standards expected when utilizing Organization devices and software systems. The Board first approved this policy on December 4, 2008, as part of the Personnel Policies and Procedures manual, with the most recent updates completed on June 15, 2026.

OPPORTUNITY™ HOME SAN ANTONIO

Policy Highlights

- Acceptable Use
- Working Remotely
- Communication regarding the right to monitor tools used in the course of conducting business
- Cyber Security
- Artificial Intelligence (AI)
- Compliance
- Consequences of Policy Violations

Technology Acceptable Use Update

Crosswalk Comparison

Feature / Category	2009 Policy (Computer Facility Usage Policy)	2026 Policy (Technology Acceptable Use Policy)
Organization Name	San Antonio Housing Authority (SAHA)	Opportunity Home San Antonio
Primary Department Oversight	Vice President of Human Resources; "T&T" department; VP of Technology and Communications	Innovative Technology (IT) department; Senior Director of Innovative Technology; Manager of Software Development
Primary Document Title	Procedure for Computer Facility Usage – Including Internet, Internal E-Mail and Shared-File/Computer Network Usage	Technology Acceptable Use Policy
File Storage Requirements	Allowed saving personal files on local drives (C:\) or physical floppy disks (if virus-scanned). Business files stored on a shared local network.	Mandatory use of Google Drive cloud storage via an assigned Google Workspace account. Use of personal or unauthorized alternative cloud services (e.g., Dropbox, OneDrive, iCloud) is strictly forbidden.
Artificial Intelligence (AI)	No mention of Artificial Intelligence.	Features a dedicated Artificial Intelligence section. Outlines ethical/fair use, bans inputting PII into unregulated AI, prohibits personal accounts for work AI tasks, and bans AI-generated code without specific IT leadership approval.
Cybersecurity Applications	Only mentioned using basic standard virus prevention software when performing manual scans of external media.	The policy explicitly mandates the installation and use of modern enterprise security tools, specifically Cortex XDR and GlobalProtect VPN on all company laptops. It also outlines a strict prohibition on using removable media like flash drives or external hard drives without prior approval and an IT safety scan.
External/Removable Media	Allowed floppy disks and external media if scanned for viruses.	Strictly prohibits using removable media (flash drives, external hard drives) without specific IT clearance and safety scanning. External/personal devices are entirely barred from the private network.
Mandatory Security Training	Did not specify ongoing or formalized online training modules within the text.	Formally mandates that all staff complete assigned security awareness training modules through the Wizer online platform.
Password Guidelines	Highly specific complexity rules (minimum 8 characters, 90-day expiration cycle) with explicit examples provided in-text (e.g., "P@ssw0rd").	Updates the complexity rules to match current best practices. Broadly requires strong passwords or biometric authentication (fingerprint/facial recognition). Emphasizes account creation based on the security principle of "least privilege".
Remote Work / Telecommuting	Focused strictly on on-site computer facilities. Allowed personal use during "uncompensated personal time" (breaks, lunch) if not visible to the public.	Includes a dedicated Working Remotely section. Mandates securing connections with GlobalProtect VPN before server access, locking unattended screens, and secure physical device storage.
Sensitive Communications	General guidelines on internal email usage and avoiding transmission of sensitive data that should be on physical memos.	Modernized to cover email and chat applications. Explicitly mandates the use of encrypted email via the Virtru Gmail extension when sharing PII externally.
Sign-off / Compliance Form	Users signed the "SAHA Computer Facilities Consent Statement" attached directly at the bottom of the policy text.	Users must sign a separate standalone form: "Technology Usage Policy and Guidelines Acknowledgment form"

Questions?

OPPORTUNITY HOME SAN ANTONIO

Opportunity Home San Antonio
Resolution 6975

RESOLUTION 6975, AUTHORIZING THE PRESIDENT AND CEO TO APPROVE AND PROCEED WITH VARIOUS PROVIDERS OF EMPLOYEE PRIMARY HEALTH PLANS, INCLUDING MEDICAL, PHARMACEUTICAL, DENTAL, AND VISION PLANS; OTHER EMPLOYER-PROVIDED PLANS PROVIDE FOR SHORT-TERM DISABILITY, LONG-TERM DISABILITY, LIFE INSURANCE, ANCILLARY BENEFIT PLANS, AND AN ELECTRONIC BENEFITS ENROLLMENT PLATFORM FOR CALENDAR YEAR 2027 AT A PROJECTED COST TO THE EMPLOYEE AND EMPLOYER OF $12,544,220

WHEREAS, Opportunity Home desires to provide a wide range of insurance benefits for its employees; and

WHEREAS, the current administration contracts will terminate on December 31, 2026; and

WHEREAS, the total proposed cost for the primary health medical, pharmaceutical, dental, and vision plans for January 1, 2027, through December 31, 2027, is projected to be $11,887,169. Included in this projected cost are the combined employee and employer contributions for medical and stop-loss coverage of $11,422,378, dental coverage of $348,495, and vision coverage of $52,721. Opportunity Home offers Teledoc Health, a program that provides enhanced care for individuals with diabetes, and a program to support smoking cessation. These programs will continue through 2027 at a projected cost of $63,575; and

WHEREAS, the total proposed cost for Employer Paid Basic Life and Accidental Death and Dismemberment, plus Short-Term and Long-Term Disability, and the fees for the Flex Spending and Employee Assistance Plan, and projections for Wellness reimbursements is $597,038; and

WHEREAS, the proposed cost for an electronic benefits enrollment system and an electronic system for issuing required forms under the Affordable Care Act, plus a third-party service for the management of FMLA and ADA claims, COBRA processing, and required IRS PCORI fees is $60,013; and

WHEREAS, these costs are included in the Salaries and Benefits category of the approved FY 2026 – 2027 budget; and

WHEREAS, staff requests the Board of Commissioners to authorize the President and CEO, or designee, to execute all documents necessary to carry out the various transactions described above.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Opportunity Home San Antonio, hereby:

1) Approves Resolution 6975, authorizing the President and CEO to approve and proceed with various providers of Employee Primary Health Plans, including Medical,

Pharmaceutical, Dental, and Vision Plans; other Employer-Provided Plans provide for Short-Term Disability, Long-Term Disability, Life Insurance, Ancillary Benefit Plans, and an Electronic Benefits Enrollment Platform for Calendar Year 2027, at a projected cost to the Employee and Employer of $12,544,220.

2) Authorizes the President and CEO or designee to execute all necessary documents and extensions.

Passed and approved this 2nd day of September 2026.

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Estrellita Garcia-Diaz
Chair, Board of Commissioners

Attested and approved as to form:

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Michael Reyes
President and CEO

2027 Benefits

OPPORTUNITY™ HOME SAN ANTONIO

Agenda

- Medical Overview
- Dental Overview
- Vision Overview
- Employer Paid Benefits
- Employee Paid Benefits
- 2027 Benefit Costs
- 2027 Benefit Changes

PRIMARY HEALTH PLANS

Highlights
Blue Cross Blue Shield of Texas

Medical

- National Network
- MDLive Virtual Visits (24 Hour Availability)
- Hospitalization
- Skilled Nursing Facility
- Home Health Care
- Behavioral Health and Substance Abuse

Pharmacy

- 4 Tier
- Step Authorization
- Mail Order Programs

PRIMARY HEALTH PLANS

Medical Employee Expense

BCBS LOW PLAN: Blue Essentials

In Network - Texas Only

Out of Network - Only Emergency

Primary Care Physician (PCP)

- 95.57% Match - Physicians, Specialist
- 100% Match - Hospitals

BCBS HIGH PLAN: Preferred Provider Organization (PPO)

In Network Benefits

Out of Network Benefits

Direct Specialist Visits

- Specialist Referral Request

Medical Employee Expense

BLUE ESSENTIALS and PPO both provide the following:

- $1,000 Employee Deductible (80% Coinsurance)
- $2,750 Out of Pocket Maximum
- 100% Preventive Care
- $35 Office Copay
- $40 Specialist Copay
- $50 Urgent Care Copay
- $350 Emergency Room Copay

PRIMARY HEALTH PLANS

Dental And Vision Plans

DENTAL	VISION
Provider: Blue Cross Blue Shield ▪ In and Out of Network Benefits ▪ 100% Preventive Care **Employee Benefit** ▪ $50 Employee Deductible ▪ 80% Basic Care ▪ 80% Major Care	**Provider: Humana Vision** ▪ In and Out of Network Benefits ▪ $10 Copay for Eye Exam **Employee Benefit** ▪ $50 Frame Wholesale Allowance ▪ $150 Contact Lens Allowance ▪ $39 Retinal Imaging

PRIMARY HEALTH PLANS

New: Quantify Specialty Care

- Cost Reduction for Eligible Participants
- Improves chronic conditions through
  - Food as Medicine, Coaching, Day to Day Management
- Supports adherence and follow through
- No Administrative Cost
- Estimated $254k in savings

OPPORTUNITY HOME SAN ANTONIO

100% Employer Provided

Insurance Plans

- Dearborn Basic Life at 1X Salary
- Dearborn Basic Accidental Death and Dismemberment at 1X Salary
- Dearborn Short Term Disability at 60% Pay for up to 12 Weeks
- Dearborn Long Term Disability at 60% Pay for up to 12 Weeks
- McGriff Flex Spending Accounts
- AllOne Health EAP
  - 6 Free Counseling Sessions: Employee, Dependents, Household
  - Critical Incident Support
  - Online Wellness Sessions

Plan Administration

- Electronic Enrollment System
  - Alight Will Sunset on December 31, 2026
  - New Provider: Selerix Systems Inc
- Family and Medical Leave Act
- Americans with Disabilities Act
- Affordable Care Act
- Consolidated Omnibus Budget Reconciliation Act

Voluntary Benefits: 100% Employee Paid

- Supplemental Life + Supplemental Accidental Death and Dismemberment
  - Employee, Spouse and Child
- Accident Insurance + Critical Illness: Reimbursements for eligible expenses
- Legal: Access to Network Attorneys, Business Forms

Projected Expenses in 2027

Enrollment: 449 for Primary Health Plan (Medical) | Claims: Data Over 12 Month Period

PROGRAMS	EMPLOYEE PORTION	EMPLOYER PORTION	TOTAL
Primary Health Plans	$2,334,133	$9,553,036	$11,887,169
100% Employer Provided	0	$501,638	$501,638
Wellness	0	$95,400	$95,400
Plan Administration	0	$60,013	$60,013
Grand Totals	**$2,334,133**	**$10,210,087**	**$12,544,220**

Comparison: Prior PY 2026

Enrollment: 460 for Primary Health Plan (Medical) | Claims: Data Over 12 Month Period

PROGRAMS	2026	2027	DIFFERENCE
Primary Health Plans	$11,547,720	$11,887,169	-$339,449
100% Employer Provided	$479,729	$501,638	-$21,909
Wellness	$67,900	$95,400	-$27,500
Plan Administration	$53,382	$60,013	-$6,631
Grand Totals	**$12,148,731**	**$12,544,220**	**-$395,489**

Adjustments to Meet Projected Needs

Medical: Blue Essentials
Bi Weekly

Coverage Level	2026	Increase	2027
Employee Only *Safe Harbor	$79.53	$0	$79.53
Employee + Spouse	$162.01	$18.44	$180.45
Employee + Children	$153.99	$0	$153.99
Family	$258.61	$28.82	$287.43

Adjustments to Meet Projected Needs

Medical: Preferred Provider Organization (PPO)
Bi Weekly Premiums

Coverage Level	2026	Increase	2027
Employee Only	$116.96	$29.24	$146.20
Employee + Spouse	$252.43	$63.10	$315.53
Employee + Children	$239.89	$59.97	$299.86
Family	$402.99	$100.75	$503.74

Adjustments to Meet Projected Needs

Dental
Bi Weekly Premium

COVERAGE LEVEL	2026	2027
Employee Only	$6.00	$6.76
Employee + Spouse	$13.07	$14.74
Employee + Children	$16.39	$18.47
Family	$23.66	$26.66

Vision
Bi Weekly Premium

COVERAGE LEVEL	2026	2027
Employee Only	$1.67	$1.95
Employee + 1	$2.92	$3.41
Employee + 2 or more	$4.34	$5.08

Health Plan Performance: YTD 2026

-6.5%
Enrollment Down
Compared to the first six months of 2025

+6.3%
Medical Claims
Up per employee per month; plan spend remains unchanged

+53.6%
Stop Loss Reimburse
Reimbursements up, driven by three large claimants

+10.9%
Pharmacy Spend
Up per employee/month; overall pharmacy spend up 3.7%

+4.9%
Total Plan Costs
Increase overall compared to the first six months of 2025

+12.2%
Cost Per Employee
Increase in total plan costs per employee per month

Current Plan Trend **5.55%** for Medical | **5.65%** for Pharmacy

Data Benchmarks

	Blue Essentials	TX	Real Estate Management	Public Entity
Enrollment				
% Offer a PPO	100%	89%	95%	93%
$ Enrolled in a PPO	100%	59%	66%	71%
Benefits				
Individual Deductible	$1,000	$2,000	$2,000	$1,000
Family Deductible	$2,000	$4,500	$4,500	$2,375
Individual Max. Out of Pocket	$2,750	$5,500	$5,000	$4,500
Family Max. Out of Pocket	$5,500	$12,000	$10,500	$10,000
Coinsurance	80%	80%	80%	80%

	Blue Essentials	TX	Real Estate Management	Public Entity
Average Employee Cost - Monthly				
Employee Only	$172	$182	$232	$144
Employee + Spouse	$351	$661	$857	$553
Employee + Children	$334	$555	$653	$498
Family	$560	$1,005	$1,257	$823
Contribution % of Premium				
Employee Only	15%	23%	28%	16%
Employee + Spouse	17%	39%	49%	31%
Employee + Children	17%	38%	44%	38%
Family	17%	42%	51%	33%

Action Items - For 2027 Plan Year

Selerix Dependent Audit

Enhanced Communication

- Self Funding
- Urgent Care Versus Emergency Care
- Pharmaceutical Resources
- Employee Assistance Plan Resources

Wellness Workshops

- 5k Walk Training
- Fruit and Veggie Challenge
- Park and Property Events

Questions?

OPPORTUNITY™ HOME SAN ANTONIO

Opportunity Home San Antonio
Resolution 6980

RESOLUTION 6980, AUTHORIZING THE SUBMISSION OF A DISPOSITION APPLICATION TO THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT FOR EIGHTEEN SCATTERED SITES; THE SALE OF SUCH PROPERTIES AND ANY IMPROVEMENTS LOCATED THEREON; AND THE EXECUTION OF DOCUMENTS AND APPLICATIONS NECESSARY TO CONSUMMATE SUCH ACTIONS; AND OTHER MATTERS IN CONNECTION THEREWITH

WHEREAS, the Housing Authority of the City of San Antonio, Texas, a/k/a Opportunity Home San Antonio ("Opportunity Home"), has completed a review of its real estate portfolio and determined that certain assets (the "Properties"), including the eighteen vacant single-family home properties as attached hereto as Exhibit A, are not operationally and financially efficient; and

WHEREAS, HUD requires that a resolution approved by the Board of Commissioners of Opportunity Home (the "Board") authorizing the submission of a disposition application to HUD and the sale of such assets for disposition be included as an Exhibit in the formal Inventory Removals Application; and

WHEREAS, because the Sites are vacant and not occupied by any Public Housing Clients, no resident relocation plan is necessary; and

WHEREAS, the net sale proceeds will be utilized towards the repositioning and preservation of Public Housing assets.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Opportunity Home San Antonio, hereby:

1) Approves Resolution 6980, authorizing the submission of a disposition application and Inventory Removals Application to HUD; and

2) Approves, subject to HUD's approval of the application and to the satisfaction of any of HUD's conditions of approval, the sale of 18 Properties in the Public Housing scattered site portfolio.

3) Authorizes the President and CEO, or designee, to execute any and all documents necessary to consummate this transaction, including any and all amendments, changes, or modifications thereto, without the necessity of further action by the Board of Commissioners.

Passed and approved this 2nd day of September 2026.

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Estrellita Garcia-Diaz
Chair, Board of Commissioners

Attested and approved as to form:

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Michael Reyes
President and CEO

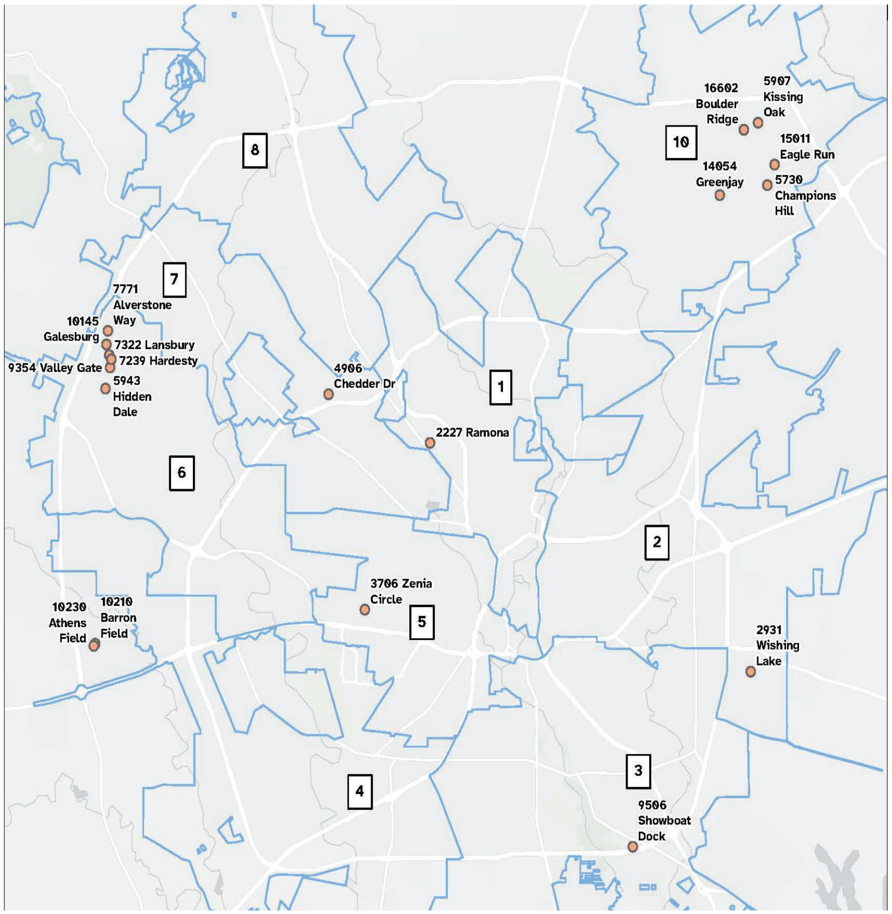
Disposition of 18 Vacant Scattered Sites

OPPORTUNITY HOME SAN ANTONIO

Overview

- We are seeking authorization to:
  - submit an Inventory Removals Application HUD Form-52860;
  - submit a HUD Disposition Application; and
  - authorize the sale of the eighteen vacant homes.
- No residents will be impacted by the sale.
- The homes will be listed at fair market value.
- Houses that are not sold to affordable housing providers would be listed for sale to the general public.
- The net proceeds will go towards the repositioning and preservation of Public Housing.

18 Vacant Scattered Sites



Property Address	Zip Code	Council or County District	School District
2227 Ramona	78201	1	San Antonio ISD
14054 Greenjay	78217	10	North East ISD
2931 Wishing Lake	78222	2	East Central ISD
9506 Showboat Dock	78223	3	San Antonio ISD
4906 Chedder Dr	78229	7	Northside ISD
5907 Kissing Oak	78233	10	North East ISD
15011 Eagle Run	78233	10	North East ISD
5730 Champions Hill	78233	10	North East ISD
3706 Zenia Circle	78237	5	Edgewood ISD
10230 Athens Field	78245	PCT-1	Southwest ISD
10210 Barron Field	78245	PCT-1	Southwest ISD
16602 Boulder Ridge	78247	10	North East ISD
9354 Valley Gate	78250	6	Northside ISD
7322 Lansbury Drive	78250	6	Northside ISD
7771 Alverstone Way	78250	6	Northside ISD
5943 Hidden Dale	78250	6	Northside ISD
10145 Galesburg	78250	6	Northside ISD
7239 Hardesty	78250	6	Northside ISD

Questions?

OPPORTUNITY™ HOME SAN ANTONIO

Opportunity Home San Antonio,
Resolution 6979

RESOLUTION 6979, AUTHORIZING THE EXPENDITURE OF ADDITIONAL FUNDS FOR MOVING AND TEMPORARY STORAGE SERVICES FOR RAVELLO APARTMENTS TO SWIFT MOVERS LLC FOR AN AMOUNT NOT TO EXCEED $86,584

WHEREAS, on November 12, 2025, through Resolution 6832, the Board approved a comprehensive renovation of the Ravello Apartments; and

WHEREAS, Opportunity Home received Board approval on February 4, 2026, (Resolution 6902) authorizing the award of a contract to Swift Movers LLC for an amount not to exceed $415,601, to provide packing, temporary off-site storage, and unpacking the personal property of residents; and

WHEREAS, numerous issues have been encountered, resulting in project delays; and

WHEREAS, staff is requesting approval to increase the Board-approved amount for this project by $86,584, representing the maximum statutory increase allowable pursuant to Texas Local Government Code § 252.048(d), which limits original contract price increases to a maximum of 25 percent.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Opportunity Home San Antonio, hereby:

1) Approves Resolution 6979, authorizing the expenditure of additional funds for moving and temporary storage services for Ravello Apartments to Swift Movers LLC for an amount not to exceed $86,584.

2) Authorizes the President and CEO, or designee, to execute all necessary documents and extensions.

Passed and approved this 2nd day of September 2026.

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Estrellita Garcia-Diaz
Chair, Board of Commissioners

Attested and approved as to form:

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Michael Reyes
President and CEO

Expenditure of Additional Funds Moving and Storage for Ravello Apartments

Procurement Process

OPPORTUNITY HOME SAN ANTONIO

Procurement Process

Solicitation Process

On November 12, 2025, the Board approved Resolution 6832 for a comprehensive renovation of the Ravello Apartments. Subsequently, on February 4, 2026, Board approval was received through Resolution 6902, authorizing the award of a contract for packing, temporary off-site storage, and unpacking residents' personal property.

Numerous issues have been encountered, resulting in project delays:

- Fire suppression and alarm system deficiencies
- Fire lane signage and mechanical inspection requirements

Additionally, there were inaccuracies in the moving estimates provided by the vendor.

- **Packing Labor:** Inventory packing labor was originally estimated at 7.25 hours, but actually required closer to 14.5 hours.
- **Moving Crew Personnel:** The required crew size doubled from the initial estimate of 3 movers to 6 movers.
- **Transportation:** Equipment requirements increased from a single 26-foot truck to two trucks.
- **Storage Duration:** The initial 30-day temporary storage period required an extension.

Staff are requesting approval to increase the Board approved amount for this project by $86,584, representing the maximum statutory increase allowable pursuant to Texas Local Government Code § 252.048(d), which limits original contract price increases to a maximum of 25 percent.

Procurement Process

Financial Impact

On February 4, 2026, the Board approved Resolution 6902, which awarded a contract in the amount of $415,601 for moving and temporary storage services for Ravello Apartments. This subsequent action will authorize the expenditure of an additional **$86,584.**

Source of Funds: Reserves

OPPORTUNITY™ HOME SAN ANTONIO

Award includes:
Packing residents' belongings, storing them at the vendor's facility, and then unpacking and returning the items to the residents' units.

Opportunity Home San Antonio
Resolution 6982

RESOLUTION 6982, RATIFYING THE AWARD OF A CONTRACT FOR NATURAL GAS SYSTEM INSPECTION, PATROLS, AND REPORTING TO CHAPMAN ENGINEERING FOR AN ANNUAL AMOUNT NOT TO EXCEED $350,000; FOR A PERIOD OF ONE YEAR, WITH THE OPTION TO RENEW UP TO FOUR ADDITIONAL ONE-YEAR TERMS

WHEREAS, Opportunity Home is mandated by the Railroad Commission of Texas (RRCT) to maintain and inspect owned master metered properties, natural gas piping, and inspect the natural gas infrastructure of other Opportunity Home-related Public Housing properties serviced by CPS Energy; and

WHEREAS, on February 12, 2026, Opportunity Home issued “Invitation For Bids” (IFB) #2602-5643 for Natural Gas System Inspection, Patrols and Reporting, which closed on March 17, 2026; and

WHEREAS, two responses were received to the solicitation; and

WHEREAS, the contract for this service was approved for award to the lowest-cost respondent on May 27, 2026 (Resolution 6935). A formal Amendment request seeking to incorporate additional services into the agreement was requested by the awarded firm; and

WHEREAS, the solicitation mandated that all submitted pricing be fully burdened. Additionally, respondents were required to disclose any potential extra expenses that the firm had not explicitly accounted for in its bid; and

WHEREAS, this contract pertains to natural gas services, it qualifies as a procurement necessary to preserve or protect the public health or safety of the municipality's residents pursuant to the State of Texas Local Government Code, Section 252.022(a)(2). Approval was received under the authority of the President and CEO (Resolution 6983) to proceed to contract award, with ratification by the Board of Commissioners at the September 2026 Board meeting.

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of Opportunity Home San Antonio, hereby:

1) Approves Resolution 6982, ratifying the award of a contract for Natural Gas System Inspection, Patrols, and Reporting to Chapman Engineering for an annual amount not to exceed $350,000; for a period of one year, with the option to renew up to four additional one-year terms, and

2) Authorizes the President and CEO or designee to execute all necessary documents and extensions.

Passed and approved this 2nd day of September 2026.

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Estrellita Garcia-Diaz
Chair, Board of Commissioners

Attested and approved as to form:

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Michael Reyes
President and CEO

Ratification Natural Gas Systems Inspections, Patrols, and Reporting

Procurement Process

OPPORTUNITY HOME SAN ANTONIO

Procurement Process

Solicitation Process

On February 12, 2026, Opportunity Home issued "Invitation For Bids" (IFB) #2602-5643 for Natural Gas System Inspection, Patrols and Reporting, which closed on March 17, 2026.

Two bids were received in response to the solicitation.

- The contract for this service was approved for award to the lowest-cost respondent on May 27, 2026 (Resolution 6935).
- The vendor submitted a formal Amendment request seeking to incorporate additional services into the agreement.
- The solicitation mandated that all submitted pricing be fully burdened. Additionally, respondents were required to disclose any potential extra expenses that the firm had not explicitly accounted for in its bid.
- This contract pertains to natural gas services, and it qualifies as a procurement necessary to preserve or protect the public health or safety of the municipality's residents pursuant to the State of Texas Local Government Code.
- Approval was received under the authority of the President and CEO through Resolution 6983 to proceed to contract award, with ratification by the Board of Commissioners at the September 2026 Board meeting.

OPPORTUNITY™ HOME SAN ANTONIO

Procurement Process

Financial Impact

The cost for Natural Gas Systems Inspection, Patrols, and Reporting is estimated not to exceed an amount of **$350,000** and will be funded by the properties operating budgets or reserves.

Award includes:
Patrols and Inspections to include
- Cathodic (pipe to soil)
- Gas Leak Surveys
- Odorization
- Rectifiers
- Key Valve Inspections

Record compliance
- Manuals and Plans

OPPORTUNITY™ HOME SAN ANTONIO

Financial Performance Report

For the Fiscal Year Ended June 30, 2026

OPPORTUNITY HOME SAN ANTONIO

Opportunity Home San Antonio
Financial Performance Report
Condensed Statement of Revenue and Expenses - Operations
(For the Fiscal Year Ended 06/30/2026)
(Unaudited)

Account Description	Public Housing			Housing Voucher Services			Affordable Housing Communities		
	Actual	Budget	Variance	Actual	Budget	Variance	Actual	Budget	Variance
Operating Revenue									
Tenant Revenue	$ 12,550,969	$ 13,470,050	$ (919,081)	$ -	$ -	$ -	$ 48,718,159	$ 46,662,308	$ 2,055,851
Grants	31,525,615	30,973,815	551,801	14,730,201	13,895,257	834,944	5,641,026	4,670,227	970,798
HAP Revenue	-	-	-	128,293,139	139,025,964	(10,732,825)	90,021	-	90,021
Miscellaneous Revenue	253,756	134,354	119,402	235,867	70,500	165,367	507,501	205,769	301,732
Total Operating Revenue	$ 44,330,340	$ 44,578,218	$ (247,879)	$ 143,259,207	$ 152,991,721	$ (9,732,514)	$ 54,956,707	$ 51,538,304	$ 3,418,403
Operating Expenses									
Salaries and Benefits	$ 14,512,020	$ 16,634,061	$ (2,122,041)	$ 6,781,625	$ 7,699,503	$ (917,878)	$ 10,710,165	$ 11,392,345	$ (682,179)
Ordinary Maintenance and Repairs	11,812,340	12,325,495	(513,155)	33,429	56,431	(23,002)	9,828,192	8,317,398	1,510,794
Utilities	6,888,589	6,367,129	521,460	-	-	-	5,787,581	5,003,149	784,431
Other Expenses	5,990,195	7,375,969	(1,385,775)	1,758,627	1,998,084	(239,457)	6,654,280	6,565,135	89,145
HAP Expense	-	-	-	128,293,139	139,024,962	(10,731,823)	-	-	-
Management Fees	6,312,841	6,430,737	(117,896)	3,904,663	3,795,138	109,524	3,669,248	3,996,381	(327,133)
Total Operating Expenses	$ 45,515,984	$ 49,133,391	$ (3,617,406)	$ 140,771,483	$ 152,574,118	$ (11,802,635)	$ 36,649,467	$ 35,274,408	$ 1,375,058
Net Operating Income	$ (1,185,645)	$ (4,555,172)	$ 3,369,528	$ 2,487,723	$ 417,603	$ 2,070,121	$ 18,307,240	$ 16,263,896	$ 2,043,344
Non-Operating Income (Expenses)									
Interest Expense	$ (179,739)	$ (177,238)	$ (2,500)	$ (5,608)	$ (1,518)	$ (4,089)	$ (8,363,637)	$ (5,760,018)	$ (2,603,619)
Interest Income	1,846,538	1,377,595	468,944	180,789	279,200	(98,411)	957,897	1,097,269	(139,372)
Other Income (Expenses)	(7,930,402)	(7,356,200)	(574,202)	(108,606)	(85,000)	(23,606)	(7,211,234)	(4,732,291)	(2,478,943)
Transfers	13,849,316	10,711,016	3,138,300	(58,424,178)	(9,577,966)	(48,846,212)	28,394,803	-	28,394,803
HUD-Held Fund Draws	-	-	-	58,424,178	9,577,965	48,846,213	-	-	-
Total Non-Operating Income (Expenses)	$ 7,585,714	$ 4,555,172	$ 3,030,542	$ 66,575	$ 192,681	$ (126,106)	$ 13,777,829	$ (9,395,040)	$ 23,172,869
Surplus (Deficit) Before Non-Cash Items	$ 6,400,069	$ -	$ 6,400,069	$ 2,554,298	$ 610,284	$ 1,944,015	$ 32,085,069	$ 6,868,856	$ 25,216,213
Non-Cash Items									
Depreciation and Amortization	$ (9,906,063)	$ (8,511,300)	$ (1,394,763)	$ (98,516)	$ (53,945)	$ (44,571)	$ (11,487,014)	$ (6,610,878)	$ (4,876,136)
Non-Operating Income (Expense)	14,556,941	20,007,481	(5,450,540)	-	-	-	(1,463,521)	10,278,229	(11,741,750)
Total Non-Cash Items	$ 4,650,878	$ 11,496,181	$ (6,845,303)	$ (98,516)	$ (53,945)	$ (44,571)	$ (12,950,535)	$ 3,667,351	$ (16,617,886)
Change in Net Position	$ 11,050,948	$ 11,496,181	$ (445,233)	$ 2,455,782	$ 556,339	$ 1,899,444	$ 19,134,534	$ 10,536,207	$ 8,598,327

Opportunity Home San Antonio
Financial Performance Report
Condensed Statement of Revenue and Expenses - Operations (continued)
(For the Fiscal Year Ended 06/30/2026)
(Unaudited)

Account Description	Central Office			Community Development Initiatives			Total - Operations			Highlights Section
	Actual	Budget	Variance	Actual	Budget	Variance	Actual	Budget	Variance	
Operating Revenue										
Tenant Revenue	$ -	$ -	$ -	$ -	$ -	$ -	$ 61,269,128	$ 60,132,358	$ 1,136,770	I(a)(1)
Grants	-	-	-	1,647,374	2,135,322	(487,948)	52,512,274	50,629,033	1,883,241	I(a)(2)
HAP Revenue	-	-	-	-	-	-	128,383,160	139,025,964	(10,642,804)	I(a)(3)
Miscellaneous Revenue	1,674,167	1,858,500	(184,333)	491,468	400,000	91,468	2,038,041	1,322,223	715,818	I(a)(4)
Total Operating Revenue	$ 1,674,167	$ 1,858,500	$ (184,333)	$ 2,138,843	$ 2,535,322	$ (396,479)	$ 244,202,602	$ 251,109,578	$ (6,906,975)	
Operating Expenses										
Salaries and Benefits	$ 13,863,091	$ 14,002,915	$ (139,824)	$ 2,674,204	$ 3,331,006	$ (656,803)	$ 48,541,104	$ 53,059,830	$ (4,518,725)	I(b)(1)
Ordinary Maintenance and Repairs	262,624	403,800	(141,176)	13,899	11,762	2,137	21,950,484	21,114,887	835,598	I(b)(2)
Utilities	180,953	214,500	(33,547)	-	-	-	12,857,123	11,584,778	1,272,345	I(b)(3)
Other Expenses	2,181,807	3,084,013	(902,206)	883,961	1,479,883	(595,922)	16,191,244	19,069,344	(2,878,100)	I(b)(4)
HAP Expense	-	-	-	-	-	-	128,293,139	139,024,962	(10,731,823)	I(a)(3)
Management Fees	(15,065,848)	(15,389,024)	323,176	13,764	14,085	(321)	745,506	722,506	22,999	
Total Operating Expenses	$ 1,422,627	$ 2,316,204	$ (893,577)	$ 3,585,827	$ 4,836,737	$ (1,250,909)	$ 228,578,600	$ 244,576,307	$ (15,997,707)	
Net Operating Income	$ 251,540	$ (457,704)	$ 709,244	$ (1,446,984)	$ (2,301,414)	$ 854,430	$ 15,624,002	$ 6,533,271	$ 9,090,731	
Non-Operating Income (Expenses)										
Interest Expense	$ (4,898)	$ (2,916)	$ (1,982)	$ (945)	$ (839)	$ (106)	$ (7,911,472)	$ (5,602,930)	$ (2,308,542)	I(c)(1)
Interest Income	157,093	185,142	(28,050)	29,075	33,040	(3,966)	2,718,378	2,632,646	85,731	
Other Income (Expenses)	(55,620)	(33,200)	(22,420)	(5,578)	-	(5,578)	(14,279,499)	(11,161,103)	(3,118,396)	
Transfers	16,600	-	16,600	1,810,584	2,269,213	(458,629)	335,168	-	335,168	
HUD-Held Fund Draws	-	-	-	-	-	-	58,424,178	9,577,965	48,846,213	I(c)(1)
Total Non-Operating Income (Expenses)	$ 113,174	$ 149,026	$ (35,852)	$ 1,833,136	$ 2,301,414	$ (468,278)	$ 39,286,752	$ (4,553,422)	$ 43,840,174	
Surplus (Deficit) Before Non-Cash Items	$ 364,715	$ (308,678)	$ 673,392	$ 386,152	$ -	$ 386,152	$ 54,910,755	$ 1,979,849	$ 52,930,905	
Non-Cash Items										
Depreciation and Amortization	$ (247,906)	$ (157,300)	$ (90,606)	$ (29,935)	$ (24,289)	$ (5,645)	$ (21,769,434)	$ (15,357,713)	$ (6,411,721)	
Non-Operating Income (Expense)	-	-	-	-	-	-	13,093,420	30,285,710	(17,192,290)	
Total Non-Cash Items	$ (247,906)	$ (157,300)	$ (90,606)	$ (29,935)	$ (24,289)	$ (5,645)	$ (8,676,013)	$ 14,927,998	$ (23,604,011)	
Change in Net Position	$ 116,809	$ (465,978)	$ 582,786	$ 356,217	$ (24,289)	$ 380,507	$ 46,234,742	$ 16,907,847	$ 29,326,894	I(c)(1)

Financial Performance Report

Condensed Statement of Revenue and Expenses - Capital Activities

(For the Fiscal Year Ended 06/30/2026)

(Unaudited)

Account Description	Real Estate Actual	Real Estate Budget	Real Estate Variance	Capital Funds Actual	Capital Funds Budget	Capital Funds Variance	Total - Capital Activities Actual	Total - Capital Activities Budget	Total - Capital Activities Variance	Highlights Section
Operating Revenue										
Grants	$ -	$ -	$ -	$ 8,603,834	$ 8,301,250	$ 302,583	$ 8,603,834	$ 8,301,250	$ 302,583	II(a)(1)
Miscellaneous Revenue	8,050,841	5,761,340	2,289,501	-	106,016	(106,016)	8,000,074	5,882,355	2,117,719	II(a)(2)
Total Operating Revenue	$ 8,050,841	$ 5,761,340	$ 2,289,501	$ 8,603,834	$ 8,407,266	$ 196,568	$ 16,603,908	$ 14,183,606	$ 2,420,302	
Operating Expenses										
Salaries and Benefits	$ 2,970,683	$ 3,461,499	$ (490,816)	$ 192,622	$ 105,940	$ 86,682	$ 3,163,305	$ 3,567,438	$ (404,134)	II(b)(1)
Ordinary Maintenance and Repairs	74,071	64,700	9,371	(14,839)	-	(14,839)	59,232	64,700	(5,468)	
Utilities	1,049	3,000	(1,951)	-	-	-	1,049	3,000	(1,951)	
Other Expenses	3,980,081	1,681,772	2,298,309	2,250,156	3,180,191	(930,034)	6,179,755	4,781,580	1,398,175	II(b)(2)
Management Fees	23,503	6,836	16,667	1,719,713	1,701,132	18,582	-	-	-	
Total Operating Expenses	$ 7,049,387	$ 5,217,806	$ 1,831,580	$ 4,147,652	$ 4,987,262	$ (839,610)	$ 9,403,340	$ 8,416,718	$ 986,622	
Net Operating Income	$ 1,001,454	$ 543,533	$ 457,921	$ 4,456,181	$ 3,420,004	$ 1,036,178	$ 7,200,568	$ 5,766,887	$ 1,433,680	
Non-Operating Income (Expenses)										
Interest Expense	$ (361,399)	$ (292)	$ (361,107)	$ (17,741)	$ (17,741)	$ -	$ (379,140)	$ (18,033)	$ (361,107)	II(c)(1)
Interest Income	2,056,644	1,450,396	606,248	49,566	63,742	(14,176)	1,930,869	1,499,138	431,731	
Transfers	18,127,467	-	18,127,467	(3,774,594)	(3,402,263)	(372,330)	(335,168)	-	(335,168)	
Other Income (Expenses)	(419,125)	(272,400)	(146,725)	(863,501)	-	(863,501)	(1,282,626)	(272,400)	(1,010,226)	II(c)(1)
Total Non-Operating Income (Expenses)	$ 19,403,587	$ 1,177,704	$ 18,225,883	$ (4,606,270)	$ (3,356,262)	$ (1,250,008)	$ (66,065)	$ 1,208,705	$ (1,274,770)	
Surplus (Deficit) Before Non-Cash Items	$ 20,405,041	$ 1,721,237	$ 18,683,804	$ (150,089)	$ 63,742	$ (213,830)	$ 7,134,503	$ 6,975,592	$ 158,911	
Non-Cash Items										
Depreciation and Amortization	$ (81,178)	$ (78,213)	$ (2,966)	$ -	$ -	$ -	$ (81,178)	$ (78,213)	$ (2,966)	
Non-Operating Income (Expense)	(19,350,397)	-	(19,350,397)	(7,302,466)	(63,742)	(7,238,725)	(26,652,863)	(63,742)	(26,589,121)	II(c)(1)
Total Non-Cash Items	$ (19,431,575)	$ (78,213)	$ (19,353,362)	$ (7,302,466)	$ (63,742)	$ (7,238,725)	$ (26,734,041)	$ (141,954)	$ (26,592,087)	
Change in Net Position	$ 973,466	$ 1,643,025	$ (669,558)	$ (7,452,555)	$ -	$ (7,452,555)	$ (19,599,538)	$ 6,833,638	$ (26,433,176)	II(c)(1)

Opportunity Home San Antonio
Financial Performance Report
Comparative Balance Sheet
As of June 30, 2026
(Unaudited)

	6/30/2026	6/30/2025	Increase (Decrease)	%	Highlights Section
Assets					
Current Assets	$ 122,438,099	$ 132,423,610	$ (9,985,511)	-7.5%	
Fixed Assets	480,519,863	403,406,642	77,113,221	19.1%	
Other Non-Current Assets	112,512,959	45,230,581	67,282,378	148.8%	
Total Assets	$ 715,470,921	$ 581,060,833	$ 134,410,088	23.1%	
Deferred Outflows of Resources					
Deferred Charges on Refunding	$ 126,863	$ 875,990	$ (749,127)	-85.5%	
Deferred Swap Outflows	86,134	339,328	(253,194)	-74.6%	
Total Deferred Outflows of Resources	$ 212,997	$ 1,215,318	$ (1,002,321)	-82.5%	
Total Assets and Deferred Outflows of Resources	$ 715,683,918	$ 582,276,151	$ 133,407,767	22.9%	III(a)
Liabilities					
Current Liabilities	$ 32,618,374	$ 40,738,460	$ (8,120,087)	-19.9%	
Non-Current Liabilities	215,420,423	123,835,958	91,584,465	74.0%	
Total Liabilities	$ 248,038,797	$ 164,574,418	$ 83,464,379	50.7%	
Deferred Inflows of Resources					
Leased Assets	$ 70,340,880	$ 67,410,350	$ 2,930,530	4.3%	
Deferred Swap Inflows	179,080	126,481	52,599	41.6%	
Total Deferred Inflows of Resources	$ 70,519,960	$ 67,536,831	$ 2,983,129	4.4%	
Total Liabilities and Deferred Inflows of Resources	$ 318,558,757	$ 232,111,249	$ 86,447,508	37.2%	III(b)
Net Position					
Net Investment in Capital Assets	$ 246,873,737	$ 265,738,532	$ (18,864,795)	-7.1%	
Restricted Net Position	50,197,007	47,669,632	2,527,375	5.3%	
Unrestricted Net Position	100,054,418	36,756,738	63,297,680	172.2%	
Total Net Position	$ 397,125,162	$ 350,164,902	$ 46,960,260	13.4%	III(c)
Total Liabilities, Deferred Inflows of Resources, and Net Position	$ 715,683,918	$ 582,276,151	$ 133,407,767	22.9%	

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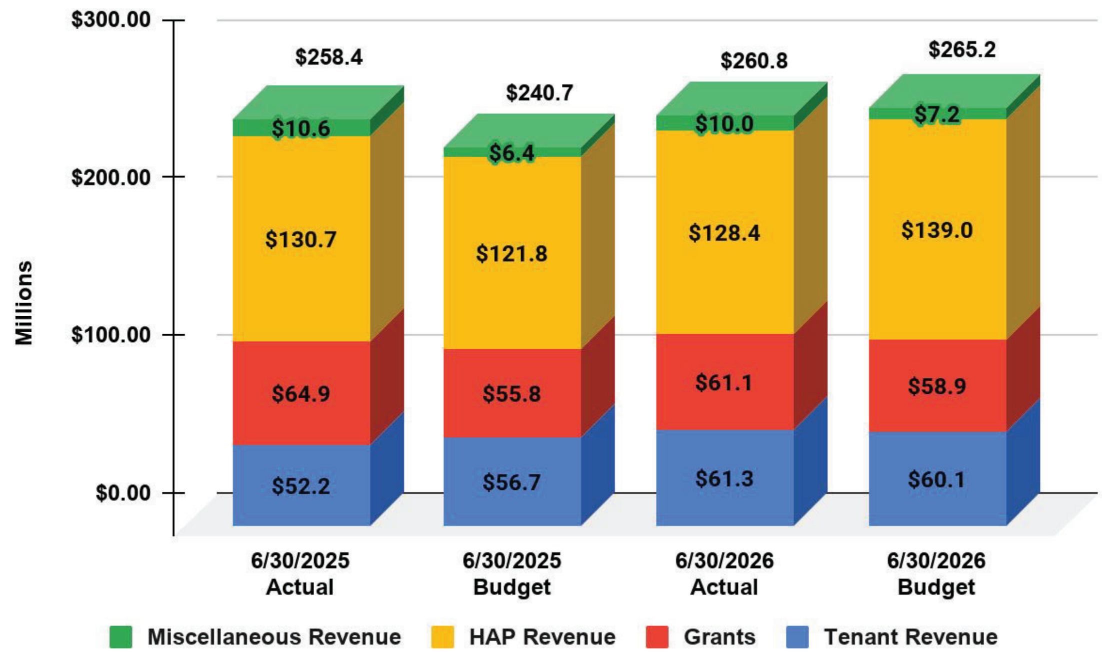
Fiscal Year Comparison

Consolidated Operating Revenue

Total Operating Revenue increased by **0.9%**, driven by growth in Tenant Revenue despite declines in Grants, HAP Revenue, and Miscellaneous Revenue.



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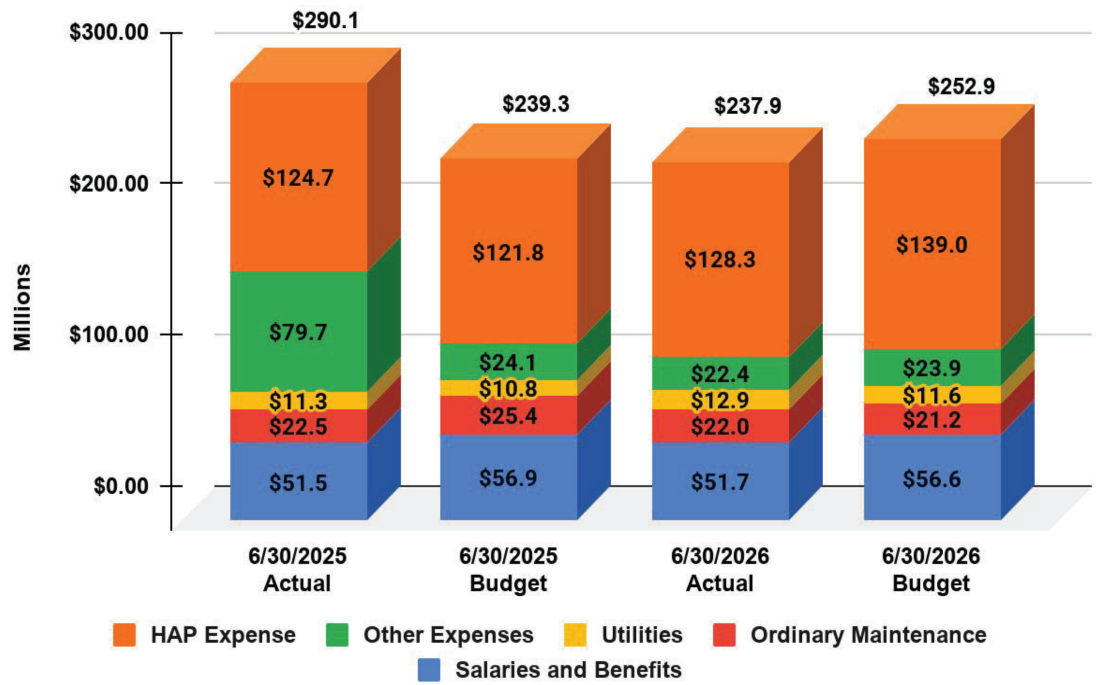
Fiscal Year Comparison

Consolidated Operating Expenses

Total Operating Expenses decreased by **18%** year-over-year, driven primarily by a reduction in Other Expenses.



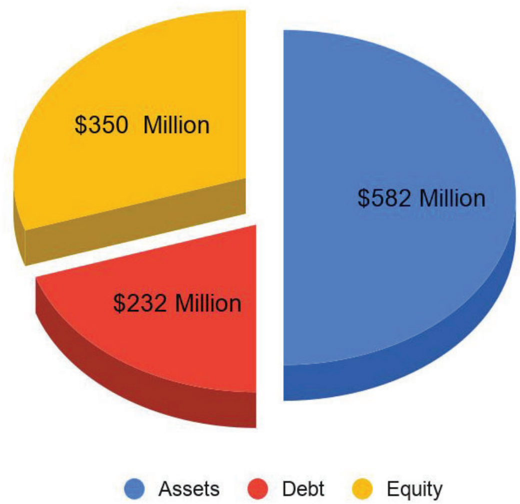
OPPORTUNITY HOME SAN ANTONIO

Financial Ratios

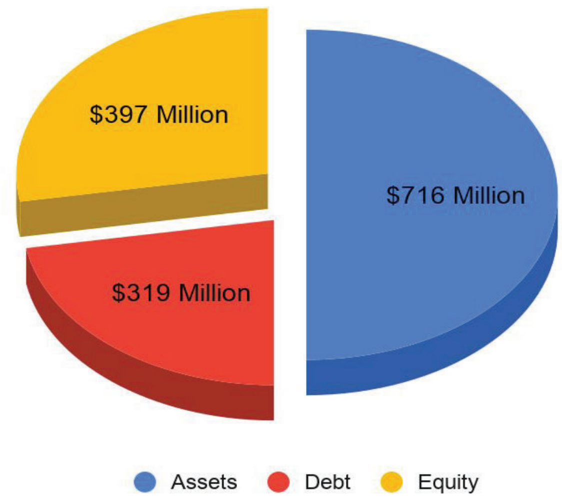
Financial Strength

The debt-to-equity ratio rose from **0.47** to **0.63**, while still reflecting a solid overall solvency position.

June 30, 2025



June 30, 2026

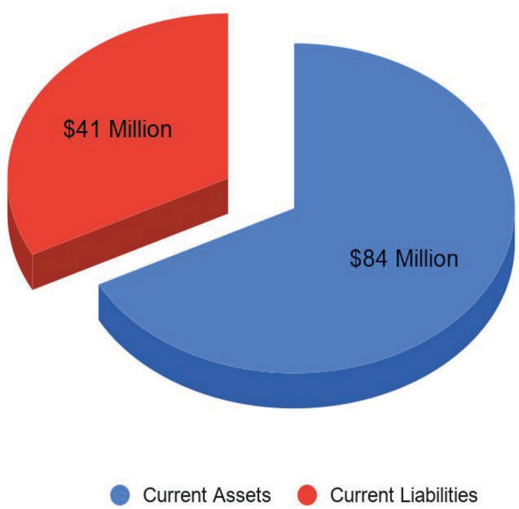


Financial Ratios

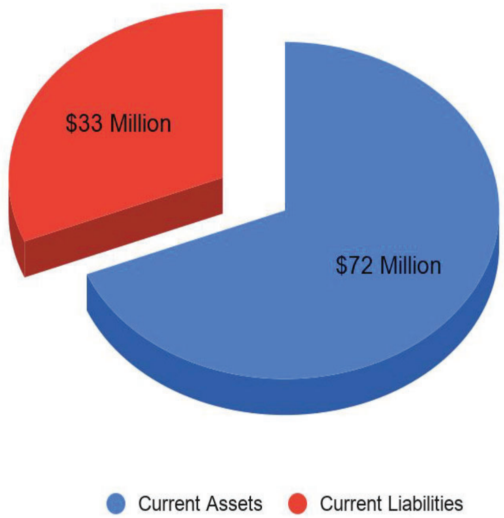
Financial Liquidity

The current ratio increased from **2.05** to **2.18**, reflecting a modest improvement in short-term liquidity.

June 30, 2025



June 30, 2026



Moving to Work Expenditures

Project	Draws as of 6/30/2026	
	HUD-Held Funds	Capital Fund Program
Public Housing Operating Shortfall	$10,200,000	$3,439,426
Investment in MTW Units at Tax Credit/AHC Properties:		
Amara Apartments Acquisition	$27,354,369	
Artisan at Creekside Apartments Acquisition	$1,586,870	
HemisView Village Apartments Acquisition	$16,246,671	
Community Development Initiatives	$2,230,889	
Investment for City Bond Matching Funds:		
Midcrowne - Housing Bond Rehab	$98,286	
Ravello - Housing Bond Rehab	$942,138	
Total	**$58,659,223**	**$3,439,426**

Questions?

OPPORTUNITY™ HOME SAN ANTONIO

Partnership Communities Board Update

OPPORTUNITY™ HOME SAN ANTONIO

Partnership Communities Division

We support Opportunity Home's mission of

Improving the lives of our residents by providing quality affordable housing and building sustainable, thriving communities

By

Ensuring the long-term financial and physical viability of Opportunity Home's assets through asset management of partnership properties and supporting Development Services and Neighborhood Revitalization (DSNR) and Affordable Housing Communities (AHC) in their work.

Partnership Communities Portfolio

Compliance Period
Year 1-10

- Arcadian
- Artisan at Ruiz
- Aspire at Tampico
- Baltazar
- Bonito Parque
- Bristol at Summerset
- Costa Almadena
- Costa Valencia
- East Meadows Phase I
- East Meadows Phase II
- Elevate at Kitty Hawk
- Frontiera Crossing
- Horizon Point
- Legacy at Alazan
- Majestic Ranch
- Mira Vista Ranch
- Rosemont at Highland Park
- Southgate at Emerald
- Scott at Medio Creek
- Seven 07 Lofts
- Snowden Senior
- Sosa at Palo Alto
- The Gardens at San Juan
- The Park at Sutton Oaks
- The Sorento
- Vista at Everest
- Vista at Interpark
- Vista at Reed
- Vista at Silver Oaks
- Wheatley Park Senior

Compliance Period
Year 11-15

- Artisan at Mission Creek
- Sutton Oaks Phase I
- Mirabella Senior

Properties in Lease-Up and Development

- Riverbreeze - 2026
- Emberstone - 2027
- Central at Commerce - 2027
- Summit at Crownridge - 2027
- Lookout Residences - 2027

PFC Properties

- Agusta Flats
- Arroyo Seco Villas
- Culebra Commons
- Josephine
- Marshall Meadows
- Mission Del Rio
- Potranco
- Port Royal

Portfolio Core Responsibilities

Financial Performance and Oversight

- Conduct portfolio analysis using key performance indicators (KPIs) to ensure financial health
- Oversight of third-party property management partners to ensure maximum property performance
- Identify opportunities for cost containment and operational efficiencies

Lifecycle Management

- Administer the full asset lifecycle, from lease-up/stabilization oversight in collaboration with DSNR to post-15-year exit, acquisition, refinance, or disposition
- Oversee long-term capital needs planning to ensure portfolio physical health

Transactional Administration

- Provide Buy/Sale/Hold (property tax exemption) recommendation to ELT and carry out decisions
- Support AHC in the sale and refinancing/rehabilitation of properties and COSA Bond activities

Regulatory Compliance

- Oversee compliance with affordable housing programs (e.g., LIHTC, Section 8) and funding agreements
- Manage comprehensive reporting to third-party entities, including the TDHCA and Bond Trustees

Financial Performance and Oversight

On-Going

- Weekly/Monthly monitoring of vacancy, aged payables/receivables, and expense management against budget
- Instituting Improvement plans for underperforming communities using property reports to track measurable milestones
- Maintaining AM/FM Drive to catalogue legal, operational, and financial documents

Going Forward

- Addressing the growing challenge of increased competition from newly constructed affordable communities putting pressure on portfolio occupancy and stressing 4% tax credit communities financial performance

Lifecycle Management

On-Going

- Implemented for Standard Operating Procedures (SOP) for lease-up oversight at 60% construction completion to facilitate loan conversion of DSNR Communities
- Bi-Annual inspections with standardized protocol conducted by third-party inspectors using random unit selection to ensure accurate property condition
- Regulatory integration by attending TDHCA monitoring visits and NSPIRE inspections versus relying on third-party management reports
- Enforcing strict deficiency timelines through mandating correction of health and safety deficiencies within 24 hours and correcting others within 14 days

Going Forward

- Working with TDHCA to exclude exercising Right of First Refusal (ROFR) from recent 20-year exclusion of resyndication with 9% tax credits

Transactional Administration

AHC Property Sales/Refinancing

- Closed on the sale of AHC's Rosemont at Highland Park and Villas de Costa Valencia communities on July 1, 2026
- Working with AHC on refinancing Cottage Creek I and II and Courtland Heights

Y15

- Recently Completed Acquisition of Artisan at Creekside and Elan Gardens
- In process of acquiring HemisView Apartments
- Currently assessing Sutton Oaks I and Mirabella Senior Apartments

Going Forward

- Establishing Y15 Buy/Sell/Hold analysis SOP with ELT approved criteria to support recommendation.

Regulatory Compliance

On-Going

- Develop, update, and improve Standard Operating Procedures (SOPs) continually, while delivering training to incoming and current partnership personnel.
- Evaluate all TDHCA Compliance Desk Monitoring responses for Partnership Communities properties ahead of their submission to the TDHCA.
- Manage monthly tracking and reporting activities for quarterly and annual bond disclosures provided to multiple Trustees.
- Oversee monthly data tracking and documentation for Local Non-Traditional units within the Strategy, Data, and Innovation department for HUD MTW compliance reporting.

Going Forward

- Enhance procedural workflows to ensure that third-party partners submit required documentation and reports both accurately and on schedule.

Long-Term Goals

Supporting Thriving Communities

- Promoting the safety of residents through expanding collaboration with Opportunity Home's Security Division and overcoming outside bureaucratic obstacles to that collaboration
- Identifying a robust resident services program that establishes a path to homeownership to distinguish our communities from newly constructed competition and promote occupancy

Expanding Oversight

- All the communities in the DSNR Pipeline will become part of the Partnership Communities Portfolio
- One of the objectives of Strategy 2037 is consideration of expanding Partnership Communities asset management oversight to include AHC properties
- Repositioned Public Housing communities will be managed by AHC and potentially Partnership Communities will provide asset management oversight

Our Team

Asset Management

Miranda Engler

David Casso

Katherine Ramirez

Isaiah Williams

Sylvia Molina

Compliance

Darlene Gutierrez

Shannon Sanchez

OPPORTUNITY™ HOME SAN ANTONIO

Administrative Departments Update

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Overview

01

Departments and Functions

Key areas under the Executive Vice President and Chief Administrative Officer.

02

Summary of Services

A comprehensive overview of services provided by each administrative area.

03

Goals and Strategy

Strategic targets for 2026-27 and alignment with the long-term Strategy 2037.

Organization Chart

DEPARTMENT

Human Resources

Empowering the Opportunity Home Workforce

The Human Resources department supports the strategic outcomes of all departments in the Organization by recruiting, retaining, recognizing, engaging, and developing skilled and talented employees who thrive in every aspect of their roles and responsibilities.

Human Resources provides comprehensive benefits and retirement programs and is at the center of the employee lifecycle. Human Resources supports management to communicate the mission, fulfill the vision, and embody the B.L.U.E. Sky mindset and values of the Organization.

Services Provided

Recruitment
Manages job postings, candidate sourcing, and stringent screening/interview processes to ensure quality hires.

Benefits, Retirement, and Wellness
Ensures compliance with federal and state regulations (FMLA, ADA, HIPAA, COBRA) and promotes package utilization.

Performance Management and Org. Development
Supports growth through feedback cycles and the LMS to address skill gaps and leadership development.

Employee Relations
Collaborates with staff and management to address policy violations and determine corrective actions.

Compensation and Staffing Reviews
Validates that salary and staffing changes align with established guidelines and justifications.

Recognition and Engagement
Promotes retention through recognition programs, service milestones, and employee events.

DEPARTMENT

Human Resources

The Human Resources Department is aligned with the **INNOVATION** Goal under Strategy 2037, specifically Objective 3: Enhance innovation and learning to continually elevate the internal and external customer experience.

Core Responsibilities

Bridge Technology: Improving training that bridges technology using a hybrid environment accessible to all staff.

Structured Training: Developing a schedule for training (LMS, training hours standard, development days, etc.).

Growth and Care: Enhancing employee/supervisor training: coaching, trauma-informed care language, and accountability.

Goals for 2026-27

LMS Participation
Maximize participation and use of LMS; assign targeted training to reduce skills gaps and improve performance.

HRIS Update
Upgrade HRIS and Performance Appraisal systems.

B.L.U.E. Sky
Maximize program participation to enhance staff engagement.

Recognition
Enhance public recognition of Years of Service milestones.

Outreach and Job Fairs
Increase visibility across social media and job fairs.

Wellness Events
Develop targeted events to increase self-awareness.

Benefit Services
Enhance overall knowledge of provider offerings.

Financial Planning
Coordinate financial planning sessions on retirement tools.

DEPARTMENT

Innovative Technology

Innovative Technology partners with departments to meet strategic outcomes. As technical consultants, we provide cost-effective solutions and emerging technologies to optimize workflows and support the Opportunity Home workforce. We utilize cloud-based IaaS and SaaS for core applications, uphold digital equity by managing residential WiFi across 74 properties, support physical security infrastructure, and prioritize cybersecurity to protect organizational data.

Services Provided

Artificial Intelligence
Establish guidelines and tools to ensure responsible, effective AI usage.

Business Development
Collaborate with departments to integrate new applications and production systems.

Data Strategy
Oversee Data Access and Management, including newly implemented regular audits of application access privileges.

Infrastructure Operations
Maintain WAN, LAN, cloud operations, SaaS vendors, and security networks to uphold 99.9% service levels.

Cyber Security
Defend infrastructure and data through best practices and awareness campaigns to maintain a "Security Top of Mind" standard.

DEPARTMENT

Innovative Technology

The Innovative Technology Department is aligned with the **INNOVATION** Goal specifically Objective 2: Enhance Communication Processes to deliver exceptional customer service and Objective 3: Enhance and complement Solutions Using TECHNOLOGY TOOLS.

Key Initiatives

Resident Experience: Implementing public facing hybrid technology to improve the resident experience through a client portal and mobile app to help with rent payments, uploading documents, and obtaining application and recertification status.

Conversational AI: Leveraging AI agents for 24-hour interactive self-service that can answer frequently asked questions and streamline routine transactions.

Learning Management: Implement the LMS (Learning Management System).

Infrastructure: Modernizing current systems and infrastructure to support new production data systems.

Goals for 2026-27

B.L.U.E. SKY Experience:

- Implement AI Customer service conversational agent for residents
- Complete the Gap analysis to improve current systems to include public facing software like a client portal and mobile app
- Improve the CDI, Legal, and Risk case management systems
- Implement Asset Management system
- Implement the Nspire Mobile Inspection software
- Successfully and fully implement the Learning Management System

AI and Strategy

Elevate internal and external service delivery using artificial intelligence and collaborative technologies.

Project Management

Standardize tracking and execution by implementing Monday.com Organization-wide.

Safety and Security

Complete Safety Grants to add 399 security cameras across 31 residential properties.

DEPARTMENT

Internal Audit

The Internal Audit Department adheres to The Institute of Internal Auditors, Inc's (IIA) definition of Internal Auditing, Code of Ethics, the International Professional Practices Framework (IPPF) and the Global Internal Audit Standards (the Standards) as documented in the Internal Audit Policy and Internal Audit Charter.

Internal Audit serves as an independent, objective assurance and consulting activity designed to improve the Organization's risk management, control, and governance processes.

Internal Audit aims to maintain Opportunity Home San Antonio's public trust by collaborating with management, staff, and the Board of Commissioners to:

- Identify and mitigate risks through internal controls
- Continuously improve process and procedures for operational efficiency
- Conduct all assurance and consulting activities with integrity and objectivity

Services Provided

Annual Audit Plan

IA conducts risk assessments to create an annual audit plan approved by the Board of Commissioners. Audits ensure internal controls effectively mitigate risk, identify operational efficiencies, and track corrective action plans in coordination with Management. Final reports are submitted to senior leadership and the Finance Committee.

Control Self-Assessment

IA assists departments in evaluating and enhancing internal controls to mitigate risk and improve process efficiency.

Compliance Auditing

IA reviews core operations for alignment with U.S. Department of Housing and Urban Development (HUD) guidelines and rent determinations. This includes auditing Family Self-Sufficiency (FSS) escrow calculations and Resident Council Dollar Per Unit Year (DPUY) funds.

Special Audits

IA conducts targeted reviews as requested by the Board of Commissioners or leadership.

DEPARTMENT

Internal Audit

The Internal Audit department is in alignment with the **INNOVATION** Goal embedded in Strategy 2037, specifically Objective 2: Enhance Communication Processes and Objective 3: Enhance and Complement Solutions Using Technology Tools.

Key Focus Areas

SOP Standardization: Partner with all departments to standardize Standard Operating Procedures (SOPs), ensuring uniform structure and documentation across the Organization.

Centralized Repository: Create a centralized, accessible repository to reduce ambiguity, streamline workflows, promote operational clarity, and advance digital fluency.

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Goals for 2026-27

Manage Data Effectively

- IA will continue the review of Housing Voucher Services (HVS), Affordable Housing Communities (AHC), Partnership, and Public Housing (PH) files.
- The Risk Assessment for the Annual Audit Plan will update the key department processes to ensure that risks are clearly identified and evaluated for future audits; eight audits are expected be completed.
- IA will collaborate with HVS, AHC, and PH to maintain accuracy and regularly review the Audit Monitoring Dashboard for Rent Determination errors. This will facilitate informed management decisions on error corrections in compliance with HUD standards.
- IA will also work with IT and Asset Management to develop the Partnership/IA QC Database.

Thrive at Work

- IA will ensure that training continues to be a priority with a minimum of 20 hours per staff person completed, 40 hours of training for the Director.
- IA will also implement the use of Monday.com to track and assist in completing audits effectively and efficiently, as well as ensure the timely completion of all open Corrective Action Items.
- IA staff will participate in local Institute of Internal Auditors chapter events and training.

Impactful Resident Programs

- IA will continue to collaborate with the Community Development Initiatives department to review and approve Family Self-Sufficiency escrow accounts above $5,000.00.

DEPARTMENT

Procurement

The Procurement Department supports Opportunity Home's mission-critical functions by efficiently managing the purchase of goods and services while ensuring compliance with procurement laws and regulations. The department also upholds HUD Section 3 requirements by overseeing contractor compliance, providing training, certifying business concerns, reviewing Section 3 plans, and reporting performance quarterly to management and the Board of Commissioners.

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Services Provided

Departmental and Sourcing Support

- Assists departments with the development of solicitation documents.
- Helps departments create technical specifications and scopes of work.
- Reviews recurring purchases and develops new contracts for organizational use.

Compliance, Tracking, and Administration

- Ensures strict compliance with all applicable policies, procedures, and regulations governing the procurement process.
- Monitors and manages the Organization's procurement planning calendar.
- Prepares internal and Board-related documents required for formal contract approval actions.
- Maintains comprehensive vendor records.

Economic Equity and Community Programs

- Promotes Small and Local Business participation.
- Serves as the lead administrator for the federal Section 3 program (promoting local low-income hiring and training).

DEPARTMENT

Procurement

During Phase One of Strategy 2037 (2026–2027), Opportunity Home San Antonio will optimize operations and economic impact through several key initiatives.

Key Focus Areas

Centralized Systems: Implement a centralized solicitation dashboard and an automated vendor evaluation program to optimize tracking and relationships.

Staff Development: Enforce a mandatory 20-hour annual continuing education requirement to advance staff capabilities.

Economic Opportunity: Host Section 3 job fairs to connect local housing residents with employment opportunities, aligning with city-wide goals.

Goals for 2026-27

Procurement Goals

- Develop a dashboard to track the solicitation process across the Organization, improving efficiency and enabling staff to understand the status of each solicitation at any point in the process.
- Create an automated vendor performance evaluation tool to assess and improve relationships.
- Ensure employees receive at least 20 hours of continuing education annually.

Section 3 Goal

- Host a Section 3 applicant job fair to connect residents with potential employers.

DEPARTMENT

Board Operations and Specialized Benefits

Board Operations

The purpose of Board Operations is to coordinate efficient and effective Board and Committee meetings, ensuring that meeting materials are prepared, reviewed for uniformity and compliance, and distributed to Commissioners in a timely manner. The department serves as a liaison for the Executive Leadership Team and Senior staff, fostering seamless communication and logistical execution of governance-related activities.

Specialized Benefits

To ensure the accurate and timely administration of key employee benefit programs—including Tuition Reimbursement, Student Loan Assistance, and Employer-Sponsored Small Dollar Loans—by managing application workflows, verifying program eligibility, and maintaining rigorous compliance standards to support staff development and financial wellness.

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Services Provided

Board Operations

- **Meeting Coordination:** Manage annual calendars, logistics, and catering.
- **Packet Management:** Prepare agendas and board packets; ensure adherence to templates, grammar, and deadlines.
- **Documentation:** Maintain official minutes, resolutions, and the Board FM file system.
- **Strategic Support:** Assist the Board during meetings, manage presentation workflows, and advise on protocol.
- **Reporting:** Generate meeting previews, summaries, attendance, and after-action reports.

Specialized Benefits

- **Program Administration:** Oversee end-to-end administration of Tuition Reimbursement, Student Loan Assistance, and Small Dollar Loan programs, including eligibility verification.
- **Financial Compliance:** Manage reimbursement claims, payment posting, and compliance reviews.
- **Stakeholder Coordination:** Serve as primary liaison for program inquiries and policy guidance.
- **Reporting and Analysis:** Track participation trends, improve processes, and prepare performance reports.

DEPARTMENT

Board Operations and Specialized Benefits

HOUSING

Facilitate the Organization's housing production and preservation goals by optimizing Board meeting efficiency, ensuring leadership has the timely, accurate information required to authorize critical housing projects.

OPPORTUNITIES

Execute the Organization's commitment to employee financial wellness by administering Tuition and Student Loan programs, directly expanding opportunities for staff.

Provide the governance framework necessary for the Board to establish and oversee the future nonprofit charitable entity.

INNOVATION

Champion the Organization's commitment to innovation by modernizing our administrative and governance infrastructure, leveraging technology to enhance transparency, and optimizing workflows to ensure sustainable, resilient operations.

Goals for 2026-27

Efficiency Improvements

Enhance the packet delivery timeline to ensure materials are available to the Board at least ten (10) days prior to the respective meeting date.

Professional Development

Staff will pursue ongoing training (e.g., a minimum of 20 hours annually) to include training related to the role of Board Relations Manager.

Process Optimization

Research and potentially implement new board management software to streamline operations.

Digital Transformation

Continue the ongoing project to scan and digitize historical Board documents to improve searchability and accessibility within the electronic file management system.

Employee Wellness

Develop, implement, and coordinate employee reimbursement programs in partnership with HR and Finance.

DEPARTMENT

Fraud Investigations

Mission and Purpose

The purpose of Fraud Investigations is to provide effective guidance on regulatory and compliance requirements to actively assist the Organization in accomplishing its goals. The unit ensures that tenants remain compliant with the Family obligations and regulatory guidelines governing our programs.

Scope of Work

Fraud Investigations safeguards the Organization's assets, integrity, and credibility by effectively detecting, investigating, and resolving suspected violations of federal, state, and program-specific regulations. The unit is dedicated to eliminating fraud, waste, and abuse through rigorous evidence gathering, objective analysis, and ethical stewardship, ensuring that assisted housing programs are administered in accordance with the highest legal and ethical standards.

Services Provided

Investigation and Analysis
Conducts thorough investigations into suspected violations and fraudulent activity reported via phone, email, and external hotlines (e.g., HUD OIG).

Evidence Gathering
Performs detailed research, including conducting interviews, locating witnesses, executing unit visits, and conducting surveillance.

Reporting and Compliance
Prepares comprehensive written investigation reports for management, HUD, OIG, and other law enforcement; submits findings for termination of assistance or further action, as required.

Hearings and Testimony
Provides testimony and presents evidence at both informal and formal hearings to defend the accuracy and validity of findings.

Case Management
Maintains a secure database tracking all incoming complaints, investigative status, evidence, and outcomes to ensure accountability.

Inter-departmental Support
Assists other departments with identifying and analyzing potential fraudulent activity to protect resources.

DEPARTMENT

Fraud Investigations

Fraud Investigations is instrumental in advancing the Organization's Strategy 2037 through:

HOUSING

By actively eliminating fraud, waste, and abuse, the unit preserves essential Organization resources, ensuring the long-term resiliency and sustainability of our housing assets and enabling us to serve more families.

OPPORTUNITIES

We reinforce Opportunity Home's role as a trusted leader by fostering accountability and ethical stewardship, ensuring that all program participants and partners adhere to the highest standards of integrity.

INNOVATION

The unit supports the "B.L.U.E. Sky" experience by delivering every interaction—whether investigative, testimonial, or collaborative—with respect, accountability, and the proactive use of technology to streamline reporting and case management.

Goals for 2026-27

Investigative Efficiency

Maintain efficiency by completing preliminary reviews and closing non-relevant cases within 3 business days.

Active Case Management

Ensure active case management by reviewing all open investigations every 45 days, aiming to resolve and close cases within 90 days.

Reporting Quality

Strengthen reporting quality through continuous documentation of actions, reviewed evidence, and legal/regulatory citations.

DEPARTMENT

General Services

Core Support and Operations

The General Services Office supports the Organization in the areas of custodial services, event planning, fleet operations, and maintenance; Organization records management; mail pickup, delivery, and courier services; and facilities management for the Central Office and Springview Annex-D.

Facilitation and Coordination

They serve as a facilitator and coordinator of space planning, renovations, capital improvements, building and equipment maintenance, and repairs, which require interaction between department end-users, contractors, and Organization clients and partners on an ongoing basis.

Services Provided

Facility Services

Manages commercial property operations, encompassing capital improvements, daily facility management, janitorial and grounds maintenance, logistics, event coordination, and public auctions.

Mailroom Services

Manages the sorting, receipt, and distribution of all internal and external mail and packages, as well as providing specialized courier services.

Fleet Services

Manages operations for a fleet of more than 130 vehicles, including maintenance, repairs, billing, fuel administration, registrations, safety recalls, and public auctions.

Records Management

Manages the administration of the Organization's physical files and records, coordinating their pickup, delivery, storage, and secure destruction.

DEPARTMENT

General Services

INNOVATION

To foster a safe and productive environment, we are committed to modernizing the in-person experience at the Central Office for our residents and staff. We will establish strategic partnerships with external entities to implement innovative solutions that enhance operational efficiency and yield tangible outcomes.

Furthermore, our Fleet Management Program will leverage advanced software integrations to safeguard assets and track vehicle usage more effectively. By promoting the transition to electric and highly fuel-efficient vehicles, we guarantee our team has safe, reliable transit to support and serve our community.

Goals for 2026-27

Roof Replacement
Complete a comprehensive roof replacement at the Central Office.

HR Remodel
Complete a total remodel of the Human Resources Department.

Suite 210 Remodel
Complete a total remodel of Suite 210 for Capital Projects, Partnerships Communities, and Risk Management Divisions.

Suite 207 Remodel
Complete a total remodel of Suite 207 for Government and Community Affairs, and Communications.

Exterior Beautification
Complete an exterior beautification of the Central Office including new landscape and walking path.

Beautify SA Park
Create the "Friends of Beautify SA Park" committee in partnership with the King William Neighborhood Association, CoSA Parks and Recreation Department, and San Antonio River Authority.

Questions?

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Community Development Initiatives (CDI)

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Funding

SOURCES OF FUNDS

- HUD Grants → FSS, ROSS, Jobs Plus
- Grants → ConnectHomeSA
- PH Add-On → EDS
- MTW → ConnectHomeSA, Resident Leadership, Youth Programming

Programming

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Program Types

Self-Sufficiency

Promote the development of local strategies to coordinate public and private resources to help program participants obtain employment that will enable them to achieve economic independence and reduce dependence on welfare assistance and rental subsidies.

Age-in-Place

Assist resident population to continue to live in place, independently, without having to move to more expensive assisted care environments.

Resident Leadership

Improve the quality of life, resident satisfaction and encourage participation in self-help initiatives to enable residents to create a positive living environment for families living in Public Housing.

Youth Services

Aims to provide a safe environment and support for educational success, focusing on creating opportunities for discovery, joyful learning and celebrating academic success.

Family Self Sufficiency (FSS), Resident Opportunity and Self Sufficiency (ROSS), and Jobs Plus

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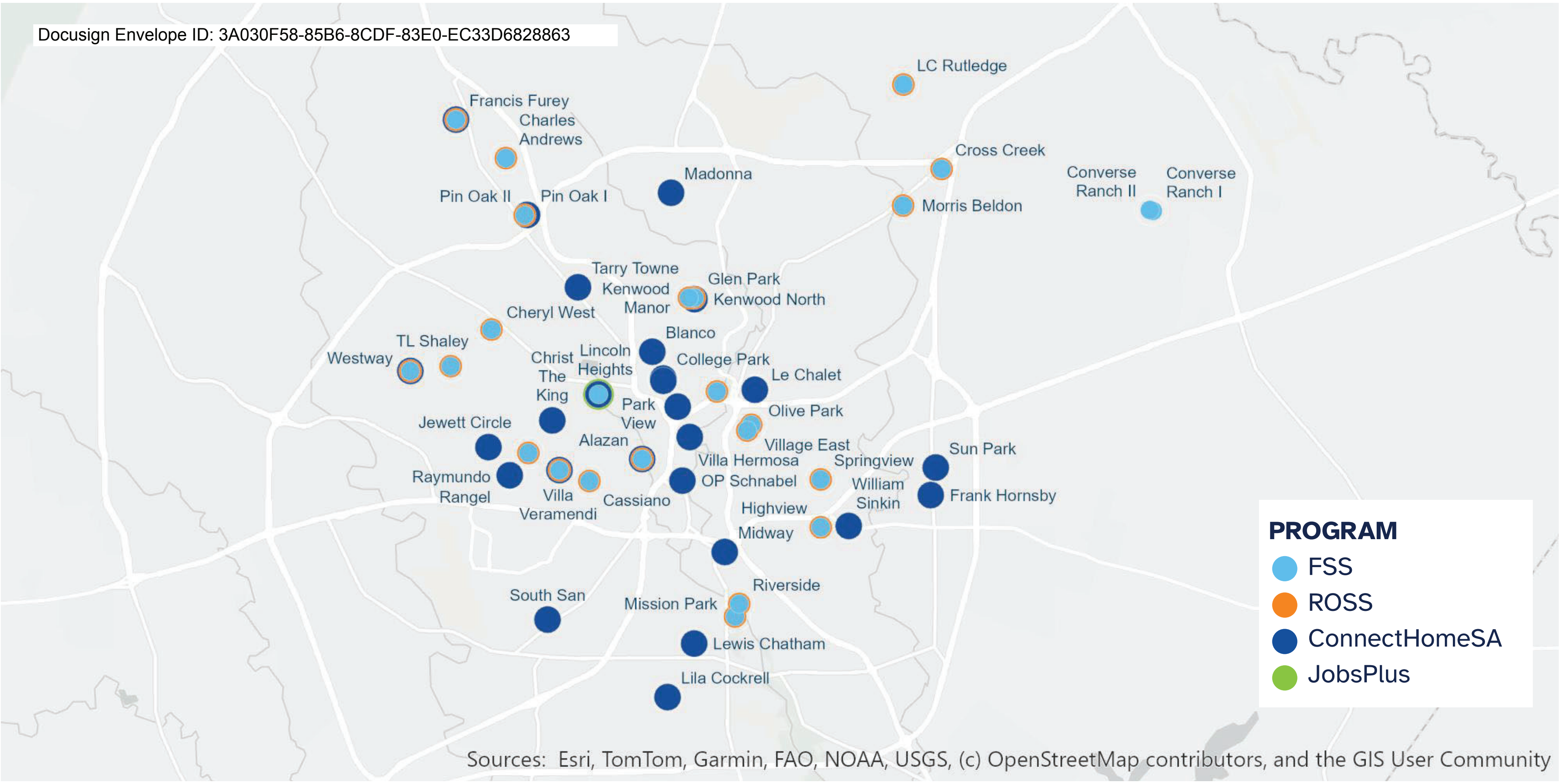

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CDI Programs in Public Housing Communities

FSS

Program Overview

Supports families in Public Housing, utilizing housing choice vouchers, or living in multifamily assisted housing to increase their earnings and reduce their reliance on government assistance. It pairs personal case management with an interest-bearing escrow savings account that grows as a family's earned income increases.

Escrow Savings Account

When a participant's earned income goes up and their rent portion increases, that rent increase is saved into an account paid out upon successful graduation.

Employment and Education

Job training, career counseling, job searches, basic adult or higher education, and digital literacy

Family Support

Child care assistance, transportation support, basic needs, and parenting skills workshops

Financial Empowerment

Money management classes, credit-building, financial coaching, and homeownership counseling

Health and Wellness

Mental health awareness activities, referrals for food and health services

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Program Flow

01
Contract of Participation (COP)

A 5-year agreement (with a possible 2-year extension) outlining specific employment and financial goals.

02
Individual Service and Training Plan (ITSP)

Required Goals:
Suitable employment, TANF-free.

Recommended Goals:
Financial literacy, education, job attainment.

03
Complete Goals

Staff connect families with local resources for child care, job training, higher education, and financial coaching in support of goal completion.

04
Grow Escrow Account

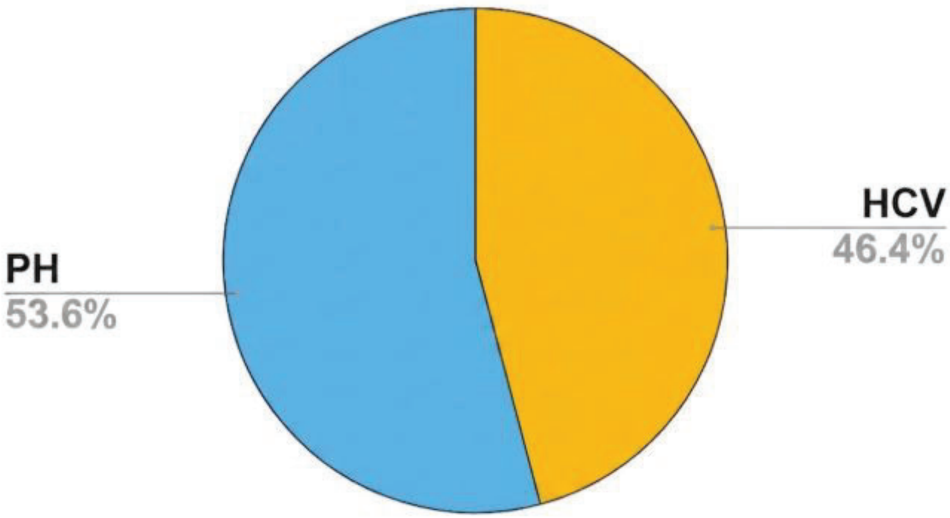
When a participating resident's earned income goes up and causes their rent payment to increase, a portion of that rent increase is deposited directly into the savings account.

05
Graduate

You receive the full cash balance when you finish your contract goals, are suitably employed, and no member of your household is receiving welfare assistance (TANF) at the time of graduation.

Multifamily

FSS: PH/HCV residents



1,081 active participants

Average income for employed: **$17,434**

Age Range: **18-76 yrs old**

91% have children

43% have high school diploma

56% employed

Family Self-Sufficiency

$537,371
Escrow Awarded

405
Participants earning escrow

44
Graduates
- 10 moved out of housing
- 5 purchased a home

178
Participants gained employment

2,883
Referrals made

ROSS

Program Overview: Empowering Housing Communities

Core mission is to bridge the gap between Public Housing residents and the vital community services necessary for sustainable growth. This initiative is designed to create a comprehensive support ecosystem that empowers individuals and families to overcome systemic barriers, develop essential life skills, and achieve long-term economic independence and stability.

Employment and Education
Job readiness, soft skills training, placement and retention, and supportive referrals

Digital Literacy
Connect participants to classes, access to devices, and technology education to support job searches

Financial Empowerment
Financial literacy, budgeting classes, credit repair, and workshops to help families achieve independence

Health and Wellness
Mental health awareness activities, referrals for basic needs to include food and health services

Program Flow

01

Assessment

A core tool used by Service Coordinators to identify the critical barriers and goals of public or tribal housing residents. It serves as the starting point to build trust, evaluate strengths and challenges.

02

Individual Service and Training Plan (ITSP)

A customized roadmap created jointly by a resident and a service coordinator following a needs assessment to set goals, map out action steps, and connect individuals with supportive community.

03

Refer to Community Partners

Depends on client needs and goals. To be well-positioned to provide fast and relevant referrals for a variety of goals, Service Coordinators should build strong partnerships with local organizations and maintain an up-to-date directory of local and online resources to help clients meet their goals.

04

Re-Assessment

An ongoing evaluation used by service coordinators to update a participant's goals, measure progress, and identify changing needs or barriers in areas like employment, health, and financial literacy.

ROSS: Residents from 23 PH communities

- 38.2% Alazan-Apache
- 12.1% Cassiano
- 5.3% Frances Furey
- 4.8% Springview
- 4.8% Westway
- 4.3% Cheryl West
- 4.3% Mirasol
- ≤ 3%: Riverside, Highview, Mission Park, Lincoln Heights, Olive Park, Village East, Villa Veramendi, Beldon, Park Square, L.C. Rutledge, Cross Creek and Charles Andrews

235 Active participants

449 Served

Age Range: **17 - 78**

Average Income for Employed: **$15,118**

83% have children

64% have high school diploma

33% employed

ROSS

235
Residents Enrolled

217
Residents Assessed

958
Linked to Referral / Service

2,319
Food Dist. Participants

Hosted 514 events across 24 properties:

- Food distributions
- Employment and resume workshops with laptop giveaways
- Health and reproductive workshops
- ChildSafe trauma training
- Digital literacy training
- Botanical Garden field trips
- Back to school giveaways
- Community resource fairs

Jobs Plus

Program Overview

Jobs Plus is a place-based program that encourages and supports families in meeting their economic goals. The program model has three core components: (1) Employment Related Services; (2) Financial Incentives; and (3) Community Support for Work.

The model is designed to be implemented at saturation-levels so that all residents in a Jobs Plus development benefit from the program, whether they are directly enrolled and receiving services or indirectly by building a culture of work.

Employment and Education
Job training, career counseling, job searches, and basic adult or higher education support, job fairs

Family Support
Child care assistance, transportation support, and parenting skills workshops

Financial Empowerment
Money management classes, credit-building, coaching, and homeownership counseling

Health and Wellness
Mental health awareness activities, referrals for food and health services

Program Flow

01

Community Support for Work

Provide outreach to 100% of households, host events, and build support for residents to pursue self sufficiency goals.

02

Enrollment

Residents 18 yrs and older are eligible to participate for up to 4 years.

Jobs Plus Earned Income Disregard (JPEID)

Participants may opt into this rent incentive, which allows them to increase their earnings without a corresponding increase in rent, this empowers residents to save or spend their additional income.

03

Assessment

Eligible participants complete an assessment to determine needs and goals.

04

Individual Service and Training Plan (ITSP)

Goals include: Increase employment and earnings and career readiness to include education, soft skills training, and job training.

05

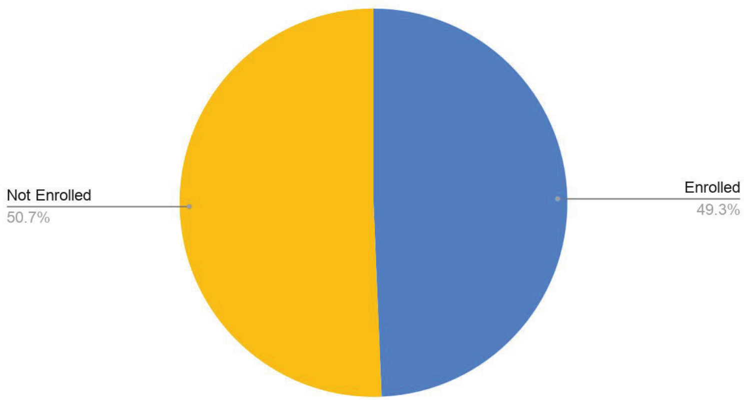
Complete Goals

Staff connect families with local resources for child care, job training, higher education, and financial coaching in support of goal completion.

Multifamily

Jobs Plus: Lincoln Heights Residents

Lincoln Heights: Workable Adults Enrolled in Jobs Plus



KEY PARTICIPANT ATTRIBUTES

164 Participants

148 Work able adults enrolled

300 Work able

143 Enrolled in Rent Incentive

Age Range: **18-75**

Average Income: **$12,235**

Average Income for Employed: **$17,252**

62% have children

67% have high school diploma

47% employed

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Jobs Plus

164
Residents Enrolled

84
Residents Assessed

99
Linked to Referral / Service

12
HS Diploma / GED Program Enrollment
- 2 graduated
- 9 preparing

Hosted 2 large job fairs and 108 events

Established a Duly Elected Resident Council (All JP Members)

Age in Place

Elderly and Disabled Services

Program Overview

This initiative supports residents aged 62 and older and individuals with disabilities by enhancing living conditions and eliminating health barriers. By providing targeted supportive services, the program empowers seniors to age in place successfully, avoiding the need to transition to more expensive, higher-level care facilities.

Partner Program Eligibility

Eligibility for partner programs are determined by the partnering agencies and include the following:

- **San Antonio Food Bank**: adults aged 60+
- **CoSA HEAL program**: any resident at the four host sites can enroll

Resident Needs Assessment

Staff evaluate individual health, mobility, and personal goals

Community Service Referrals

Link residents to local wellness, transportation, nutrition programming, financial and digital literacy resources

Case Management

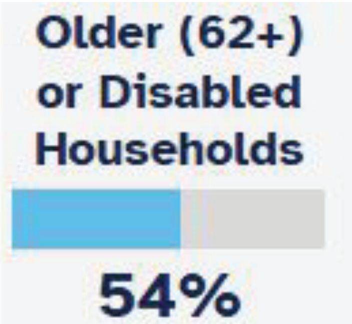
Offer ongoing, one-on-one coaching to ensure personal and housing stability

Health and Wellness

Coordinate mental health awareness and wellness activities, nutrition programs, and social and community events

Elderly and Disabled Services

POPULATION	FY26 - Baseline Year #	%
Total Residents	**29,811**	**-**
Children (0-17)	12,521	42.0%
Adults (18-61)	13,492	45.3%
Senior (62 and over)	3,798	12.7%



KEY ATTRIBUTES

33 EDS properties

812 residents assessed

762 residents referred (1,465 total referrals)

1,058 residents engaged in services

1,021 Events were hosted at EDS Communities

Elderly and Disabled Services

Program Impact and Key Metrics

Food and Nutrition Programs

Project HOPE: Serves **491** residents and **77** community members across **23** sites

CSFP: Serves **443** residents and **63** community members across **18** sites

HEAL: Serves **230** residents at Parkview, Villa Tranchese, Fair, and Kenwood North | **11,644** total meals served

Community and Mental Health

Mental Health: **467** residents in **50** activities across **33** properties

Enrichment: **99** residents attended **5** Botanical Garden trips

Golden Gala: **230** seniors attended the December 2025 event

Digital Literacy and In-Kind Value

Older Adults Technology Services (OATS): **8** Chrome Essentials and **3** digitalLIFT courses

Total In-Kind Value: **$1,368,171.15** across all 3 programs

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Goal: Continue to seek partners and group events to support independent living and the ability to age in place.

Resident Leadership

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Resident Leadership

Program Overview

This initiative empowers residents in public and voucher-assisted housing to play an active role within Opportunity Home and the surrounding community. By organizing formal Resident Councils or serving on the Resident Advisory Board, participants are better positioned to advise local housing authorities on critical policy matters and operational decisions.

Structured programs, including new resident orientation, ongoing current resident training, and specialized council training, contribute to leadership development and empower residents to participate effectively in their communities.

Resident Councils

Independent, democratically elected organizations formed by Public Housing residents to represent tenant interests, improve quality of life, and partner with Opportunity Home

Resident Advisory Board

Aims to foster a sense of community and empowerment among residents, promote open communication and collaboration between residents and the Organization, and ensure that the needs and perspectives of residents are taken into consideration in decision-making processes

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Resident Leadership

Resident Advisory Board
Reviewed MTW Plan, Strategic Plan, and Repositioning Plan

Orientation Relaunch
Resident Orientation program in June 2026

Resident Councils
Supported and maintained 5 active Resident Councils

Community Outreach
Conducted 13 engagement and recruitment sessions, 6 Manager and Sit and Sip meetings, 7 executive committee and council support sessions, 5 BRE Book Fairs, and 9 elections

Quarterly Training
Resident Council Quarterly Training

Youth Services

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Youth Services

A dual-generation approach in HUD programs intentionally and simultaneously addresses the needs of both children and their parents or caregivers to break the cycle of poverty. Rather than treating housing participants as isolated individuals, this whole-family framework combines HUD housing stability with coordinated childhood development, adult education, and workforce resources. Services are geared to spur intellectual inquiry, community participation and celebrate educational achievements.

Site Integration: Resource and Enrollment Fairs
Strengthen community connectivity by hosting centralized fairs where youth and families can access support services and enroll in programs, ensuring essential opportunities are visible and accessible.

Digital Literacy: Empowering the Next Generation
Bridge the digital divide through comprehensive programming that builds technical skills, promotes responsible technology use, and prepares youth for the modern workforce.

Celebrate Achievement: Recognizing Excellence
Cultivate a culture of success by formalizing recognition for academic and personal growth through scholarships and honor roll awards, providing tangible support for participants' educational journeys.

Youth Services

Teen Tech
2 events | 22 enrollment | ages 13–18

Book Distribution
5,355 books distributed across 22 communities and 14 partners | 56 events

Leaven Kids
Riverside (18) | Westway (21)

HIS Bridgebuilders
21 enrolled | First - Sixth grade

Scholarships
Fall 2025/Spring 2026 - 29 recipients

REACH Awards
50 recipients

Elf Louise
2,359 children received gifts

ConnectHome

Program Overview

This initiative is a collaboration between communities, the private sector, and the Federal Government to expand high-speed Internet access to more families across the country. The initiative is bringing affordable broadband access, technical training, digital literacy programs, and electronic devices to thousands of low income households living in HUD-assisted housing. ConnectHome has launched in 28 communities across the United States, including metropolitan areas, cities, counties, and a tribal nation.

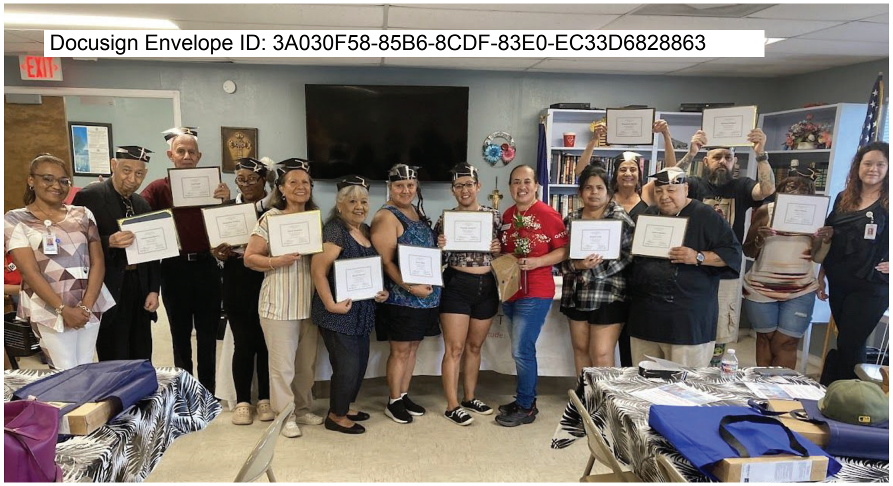
Offered Support Services

Training and Devices

Teach individuals the skills they need to use computers and the Internet in order to participate in the digital economy. Going beyond the basic digital skills training, and provides opportunities to support: Workforce Development, Education, STEM and Quality of Life.

Awards devices to residents who complete a digital literacy course.

Employs resident, Digital Ambassadors (DA), to support program outcomes, conduct resident follow-ups, and teach digital literacy classes.



ConnectHomeSA

Graduations and Devices

- **220** residents graduated
- **215** laptops distributed

Classes

- **8** OATS Chrome Essentials courses
- **5** digitalLIFT Chrome Essentials courses
- **8** Northstar cohort classes (*one taught by Restore Education*)
- **2** Compudopt classes

Workshops

- **1** Levántatech Networking Skills Workshop
- **6** Levántatech Resume Writing Workshops
- **1** Levántatech Cyber Security Workshop
- **1** digitalLIFT Online Safety at Springview Apartments

Special Events

- **1** Thanksgiving Teen Tech Center event with Family Service Association
- **1** Spring Break Teen Tech Center event with Family Service Association

Partnerships

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Collaborative Connections

Community partners serve as vital strategic advisors, collaborating on program development and long-term planning. By offering specialized expertise and resources, they help align our initiatives with community needs and enhance service reach. To ensure ongoing alignment and impact, partners participate in quarterly meetings to review progress and refine our collective strategies.

- Meets the FSS Programming Coordinating Committee requirement
  - Alternative Committee: HUD grants permission to use an established entity as long as membership requirements are met
- Provides a forum for Jobs Plus and ROSS Match Partners to collaborate
- Supports CDI to link residents to community resources
- Expands capacity and resources

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Collaborative Connections

- Workforce Solutions Alamo, Alamo Colleges District Economic and Workforce Development, Project Quest, YWCA, Labor on Demand, San Antonio Ready to Work
- digitalLIFT, OATs, Community Tech Network
- Restore Education, South Texas Leadership Center
- Harper’s Chapel, HIS Bridge Builders
- City of San Antonio - Financial Empowerment Center, Family Service Association, River City FCU, Credit Human

- Center for Health Care Services, Admore Therapy, For Her, UT Health
- Empower House, Big Mama’s Safe House, Fatherhood Campaign, Providence Place, SA Youth
- San Antonio Food Bank, City of San Antonio (HEAL)
- VIA, Ride Connect Texas
- Avance, Communities in School, DoSeum, Leavens Kids
- Vibrant Works

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Questions?

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