

June 25, 2018

Mr. Bert Lumbreras
City Manager
City of San Marcos
630 E. Hopkins
San Marcos, TX 78666

RE: El Camino Real – Proposed Workforce Multifamily Development in San Marcos, TX

Dear Mr. Lumbreras,

The Michaels Development Company (“MDC”) is proposing the development of a 350-unit mixed-income multifamily community on a 29.9-acre parcel of land located at the northeast corner of Old Bastrop Road and Guadalupe Street (TX-123) in San Marcos, Texas. The 350-unit development will be comprised of 110 1-bedroom, 107 2-bedroom, 100 3-bedroom, and 33 4-bedroom units, 80% of which would be financed utilizing 4% housing tax credits and the remaining 20% would be market rate units. The workforce units will be available to those households that earn 60% of the Area Median Income (“AMI”) and meet the requirements set forth in Section 42 of the IRS Tax Code. A complete and updated independent market study will be completed prior to the finalization of the unit mix and income targeting.

The community will feature many amenities geared specifically towards families and will also abide by the Multifamily Residential Design Standards set forth by the City of San Marcos. Amenities include a community meeting room, business room, clubhouse, fitness center, pool, playground, barbeque/picnic area and game room. Unit amenities include modern, energy efficient kitchens, including a refrigerator, oven/range, dishwasher, microwave, garbage disposal and rangehood and fan, as well as large closets in each bedroom, ceiling fans and miniblinds throughout.

The proposed site is located wrapping the northeast corner of Guadalupe Street (TX-123) and Old Bastrop Road, in San Marcos, Texas, with a physical address of 2875 TX-123. The site is currently vacant, undeveloped land with flat topography and adequate slope for drainage. This site is ideal for a multifamily development due to its close proximity to Bowie Elementary School (0.9 mi), San Marcos High School (1.3 miles), the Amazon Fulfillment Center (2.1 miles), the San Marcos Premium Outlets (3.8 miles), as well as El Camino Real Park which is located directly behind the site. There are currently limited transit options within close proximity to the site, however, we are working on establishing a bus stop within a quarter mile from the site along Bus Route #6 Guadalupe/Redwood which would give residents direct access to downtown San Marcos.

In order to proceed with our development, MDC is requesting a Letter of No Objection from the San Marcos City Council, as is required for a 4% tax credit application. We are happy and willing to further discuss the project and make changes where necessary to satisfy all parties.

Per the City of San Marcos Low Income Housing Tax Credit Policy, our proposed mixed-income housing community meets five of the eight criteria laid out by the City Council, as adopted on June 19th, 2018. Additional information on each criterion is described below.

Criteria #1 - No exemption from local taxes

This proposed development is not seeking any exemption or relief from any local assessed taxes.

Criteria #2 - The project addresses a housing need identified in the City's Housing Policy or the City's current consolidated plan for HUD programs

The proposed development addresses multiple major housing needs as identified in the City's Housing Policy and the current Consolidated Plan including:

"There is a need for more diversity in the types/sizes of housing units being produced (City of San Marcos, Affordable & Workforce Housing Policy) – The primary market area that the proposed development is located in does not currently have affordable, quality, multifamily housing options. The new community will provide 1, 2, 3, and 4-bedroom units to provide modern living for the working families of San Marcos, in close proximity to major areas of employment. Demand for this type of workforce housing in San Marcos is extremely large and the supply is extremely limited.

DEMAND FROM NEW HOUSEHOLD GROWTH (RESTRICTED UNITS)	
	Primary Market
Avg Annual Household Growth - 2.5 year Projection	1,170
X Percent Income Qualified	15.37%
X Appropriate Household Size (2 people per bedroom)	100.00%
X Appropriate Age Range	100.00%
Demand From New Household Growth	180
DEMAND FROM EXISTING HOUSEHOLDS	
Total Existing Households	26,693
X Percent of Households in Turnover	100.00%
X Percent Income Qualified	15.37%
X Appropriate Household Size (2 people per bedroom)	100.00%
X Appropriate Age Range	100.00%
Demand From Turnover	4,103
Total Demand from Other Sources	-
Total Demand From New Household Growth & Turnover	4,283
Demand from Section 8 Vouchers	-
Demand from outside the PMA	428
TOTAL THEORETICAL DEMAND FOR AFFORDABLE RENTAL HOUSING	4,711

The demands from the first two sections of this chart, Demand from New Household Growth (Restricted Units) and Demand From Existing Households, represent the demand of workforce housing units within the Primary Market Area (“PMA”). These two demand sections total 4,283 households, which in comparison to the entire demand of 4,711, make up 90.9% of the total demand. It is reasonable to conclude that 90.9% of the demand for this type of workforce housing comes from within the Primary Market Area. The Primary Market Area is comprised of the 10 census tracts surrounding the property, all of which are within San Marcos. Therefore, it is reasonable to conclude that 90.9% of the demand for this type of workforce housing comes from within San Marcos.

“Housing Costs (other than rent payments) can create a burden for low and moderate-income persons. (b) Improve energy efficiency to reduce housing costs” (City of San Marcos, Affordable & Workforce Housing Policy) – The Michaels Development Company strives to provide safe, quality, energy efficient units to the greatest extent possible at any given property. The final design of the community will be informed by green design standards including Energy Star Homes and Green Communities, in order to create energy efficient, sustainable homes and an enhanced quality of life for the residents as well as reducing the energy consumption of the community, the cost savings of which can directly impact our residents. Additionally, MDC intends to be the long-term owner of the community and providing energy efficient units is proven to reduce deferred maintenance and will encourage long term residents to stay at the community which reduces turnover.

Housing Cost Burden (San Marcos Consolidated Plan 2015-19) - The City of San Marcos 2015-2019 CDBG Consolidated Plan and 2015 Action Plan indicates that nearly 50% of all households in the City of San Marcos have a cost burden when it comes to housing expenses, and specifically, “a high cost burden on housing expense is a serious problem for most San Marcos residents, especially for those who rent.” The El Camino Real Project would help to alleviate some of this burden and provide units that are modern and not over crowded to the working families of San Marcos.

Based upon our initial analysis, supply is extremely limited for the type of workforce housing we are proposing. Not only are there no comparable workforce / LIHTC projects currently under construction or recently built, but there are no comparable workforce projects that have been recently proposed and approved.

Based on occupation and salary research on the San Marcos community, many individuals with local jobs qualify to live in the workforce housing component of our development.

Below is a list of primary workforce jobs and their accompanying salary ranges in San Marcos:

<i>Occupation</i>	<i>Annual Salary Range</i>
Teacher*	\$39,663 - \$64,248
Police Officer (Cadet Officer)*	\$46,500 - \$67,715

Fire Fighter*	\$49,268 - \$62,970
Amazon Hourly Employee**	\$22,880 - \$25,120
Administrative Assistant**	\$24,300 - \$28,220
Sales Associate**	\$18,200 - \$26,060
Cashier**	\$17,000 - \$17,160
Receptionist**	\$16,000 - \$23,180

See Appendix A for supporting occupation/salary documents

*represents jobs with given annual salaries

**represents jobs with given hourly salaries, assumes 40 hours/week and 50 weeks/year

The income requirements to live in the workforce component of our proposed development range from \$27,280 to \$64,500 per household, which spans a range of 1 to 8 persons/household living in 1- to 4-bedroom units.

The first three lines of the chart represent municipal workers and their annual salary range. These are the individuals who qualify for a 1-person household (potentially 2-person if the second person has no or minimal income) to live in either a 1- or 2- bedroom unit. These are the younger ages of the workforce, the people who have graduated college within the past few years looking for an affordable place to live while they work their way up in their careers. These categories are the prime renter cohort.

The last five lines of the chart represent hourly employees that encompass a vast majority of the workforce in San Marcos. These are the individuals who, on their own, would likely not qualify for a 1-bedroom apartment, but with another working individual as part of their household would easily qualify for any of the 2-, 3-, and 4-bedroom units. These are your working family households, some that have children, some that do not, and some that one day will, who are looking for an affordable place to live while they are growing their family.

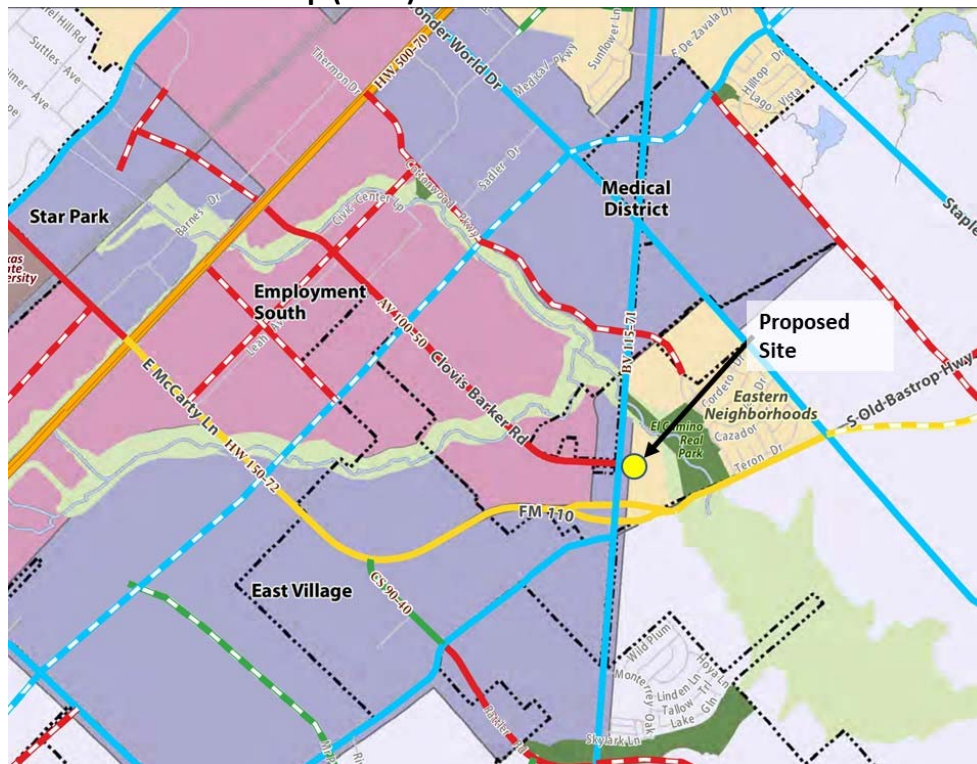
MA-10 Number of Housing Units (San Marcos Consolidated Plan 2015-19) – The Consolidated Plan references that a significant number of units containing three or more bedrooms are rented by young adults and college students. The El Camino Real community would provide 133 units that will contain three or four bedrooms. A vast majority of these units (120 units) would be income-restricted in order to provide housing for those families that are most in need of modernized housing options. Additionally, as discussed in greater detail below, these units will not be available to students and thus will be able to reach those most in need.

Criteria #3 - The project is located within a high or medium intensity zone on the City's Preferred Scenario Map

The proposed community is located within a Medium Intensity Zone and an Existing Neighborhood Zone. The western portion of the site (+/- 200 feet) is within the Medium

Intensity Zone while the balance of the parcel is one of the last remaining suitable development parcels within an Existing Neighborhood Zone.

Preferred Scenario Map (2018)

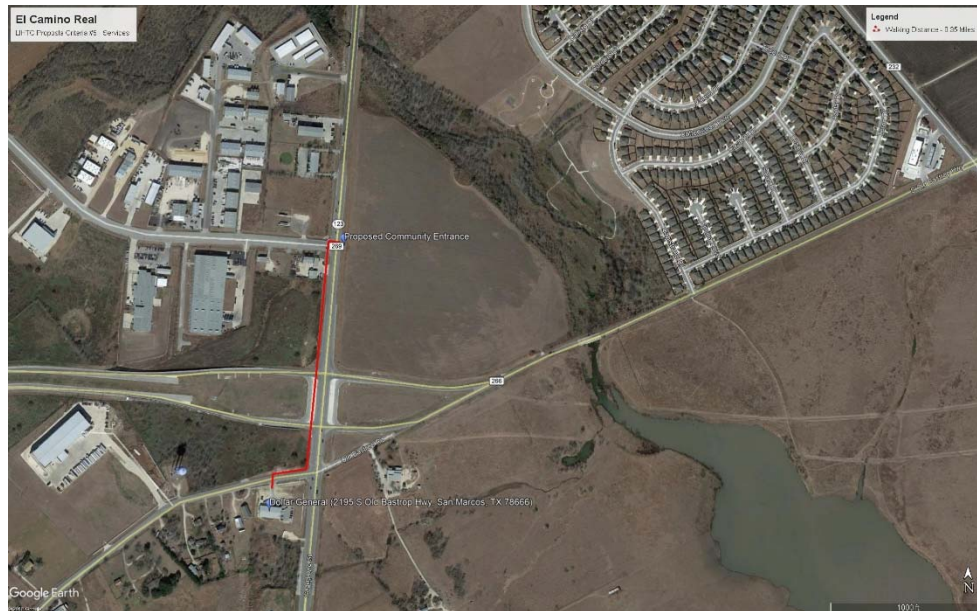


Criteria #4 - The project is not proposed to develop under a legacy district on the City's current zoning map

Not applicable; the proposed development is currently zoned MF-18.

Criteria #5 - The project is located within half a mile walking distance from services

The proposed community is located approximately 0.35 miles, walking distance from a Dollar General (2195 Old Bastrop Hwy) which provides affordable options for grocery and household items. Additionally, this location of Dollar General accepts SNAP Food Benefits, which helps working families purchase the food they need for good health. The map below depicts the approximate walking route and distance from the main community entrance to the Dollar General. The distance noted (0.35 miles) is from the proposed main entrance of the property, through final design it is our intention to include pedestrian access which is closer to the services offered.



Criteria #6 - The project is located within one quarter mile walking distance of a proposed or existing bus stop on a current or planned transit route

Currently, the #6 bus route travels in close proximity to the property along Redwood Road. At this time, there is no stop to service the proposed development or existing neighborhood along Redwood Road. Our proposed development scope would provide for a bus station along Hwy 123, approximately at the intersection of Clovis Barker Road. We intend to engage with the Community Services department regarding providing service to this proposed station.

Criteria #7 - The project is renovating or redeveloping an existing multifamily complex or under-performing development

Not applicable; the proposed development is for the new construction of affordable workforce housing units and market rate units

Criteria #8 - The project is mixed income and provides at least 20% market rate units

The proposed community will be comprised of a total of 350 units, 80% (280 units) will be income-restricted to families earning less than 60% of the area median income. The remaining 20% (70 units) will be market rate units. Throughout the community all units will receive the same finishes and access to amenities, the market rate units will be interspersed through the property in order to build a strong, mixed-income community

As demonstrated above, the proposed project meets five of the eight required criteria to receive staff recommendation for a Resolution of Support. Below please find additional information related to the proposed community which may assist City Staff in their review of the project.

Project Timeline

August 2018 – Receive Letter of No Objection from San Marcos City Council
September 2018 – Submit 4% Tax Credit & Bond Applications to TDHCA
November 2018 – Receive Tax Credit Allocation/Bond Reservation from TDHCA
March 2019 – Construction Finance Closing
April 2019 – Construction begins
July 2020 – Lease-up begins (overlapping with phased construction completion)
October 2020 – Construction complete

Safety & Security

Our property management company, Interstate Realty Management (“IRM”), takes crime mitigation very seriously by enlisting many different preventative measures to ensure the safety of our residents. In terms of security, our development will have secure access to the extent possible and will also include security cameras throughout which will be constantly monitored and connected to the local police. We prefer to have the property 100% fenced, but if such does not comply with the Multifamily Residential Design Standards set forth by the City of San Marcos, we will add additional security cameras near those entry points that are not fenced. IRM also employs extensive screening criteria to include national, regional and local criminal background checks of all applicants.

The physical design, key entry with cameras, in conjunction with stringent and disciplined tenant screenings normally addresses crime in our communities; however, if issues persist, there are additional effective preventative measures that can be employed that have proved successful in the past. First, IRM will work with resident council to understand prevalent crime issues and come up with community-based solutions to solve such problems. IRM has previously coordinated with local police, and when necessary, provided a unit for police use/surveillance. Part of this strategy includes the simple addition of a marked police vehicle on site by a law enforcement resident, leading directly to reduced frequencies of disturbances in the community. When needed, IRM will provide a physical presence by hiring private security. Although this can be an expensive option, it will be worth the investment to ensure the safety and well-being of our residents.

Student Eligibility

IRM manages thousands of units in major college towns like Boulder, Boston, Chicago, Atlanta, Minneapolis, Berkeley and Los Angeles. These cities are home to many well-known institutions of higher education, and our need to comply with IRS Section 42 and all relative subsections is paramount in relation to continuing to claim federal tax credits on assets that have received awards. IRM’s screening criteria is invasive for this and many other reasons, and they have their own compliance departments whose role it is to review and approve all move-in packages. IRM/MDC would never jeopardize our professional reputation in the market, our residents or

our financial partners by failing to adhere to the fundamental tenants of IRS Section 42. In fact, in our 45-year history, we have never faced tax credit recapture for this kind of violation or any other for that matter. Also, the state allocating agencies do site visits and review files to ensure compliance on all levels with particular focus on student status. Moreover, the investor limited partners perform their own annual independent 3rd party audit files as well. This is truly a belt and suspenders approach that leaves no room for errors.

Direct excerpt taken from the attached Section 42 document:

“In general, a unit is *not* considered a low-income unit if all the occupants of such units are full-time students (as defined in IRC § 151(c)(4)). Exceptions to this full-time student rule include:

1. Students who are married and are entitled to file a joint tax return;
2. Students who receive assistance under Title IV of the Social Security Act;
3. Students enrolled in a job training program;
4. Students who are single parents with children who are their dependents (as defined in IRC § 152); or
5. Students who previously were part of a foster care program

IRC § 42 does not generally permit full-time students to occupy low-income units entirely. If a unit is completely occupied by full-time students, it will lose its low-income status provided the exceptions above are not met.”

See attached, Appendix B: Section 42 – §5:52 Property Management – Occupancy test – Students

The findings of our preliminary independent market study and income analysis concludes the workforce housing component of our proposed development is primarily geared towards the workforce community that contributes to a large majority of the San Marcos population. Based on the points highlighted above, it is clear there is currently a high demand and limited supply of affordable rental options for the workforce community in San Marcos.

It is Michaels' goal to provide high-quality mixed-income housing solutions to the individuals and families of the San Marcos community. This potential project meets the City's desired criteria for a new mixed-income community. Our team has spent a great deal of time and resources to ensure this is a feasible project that meets the City's goals. We believe this is the right place and the right time for this much needed multifamily development. We would appreciate your support as we move this proposal forward.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Weatherly", with a stylized, cursive script.

Joseph P Weatherly
Vice President & Director of Acquisitions
The Michaels Development Company

APPENDIX A:

Supporting Occupation/Salary Documents

San Marcos Unified School District
Certificated Salary Schedule
2017-18

Column							
Step	A	B	C	D	E	F	Step
1	39,663	42,442	45,217	47,994	50,766	53,543	1
2	42,839	45,615	48,389	51,170	53,938	56,717	2
3	46,008	48,790	51,559	54,351	57,116	59,887	3
4	49,183	51,955	54,737	57,512	60,289	63,065	4
5	52,356	55,136	57,906	60,689	63,462	66,239	5
6	55,532	58,305	61,081	63,857	66,636	69,411	6
7		61,482	64,248	67,023	69,808	72,579	7
8			67,434	70,199	72,977	75,752	8
9				73,377	76,155	78,927	9
10					79,323	82,096	10
11		64,654				85,279	11
12			70,602				12
13				76,801			13
14					82,981		14
15		67,826				90,669	15
16			73,776				16
17				79,967			17
18					86,155		18
19						93,847	19
20			76,953				20
21				83,223			21
22					89,411		22
23						97,098	23
24							24
25				86,398			25
26					92,571		26
27						100,274	27

Column A Bachelor Degree
Column B Bachelor Degree + 15 semester hours
Column C Bachelor Degree + 30 semester hours
Column D Bachelor Degree + 45 semester hours
Column E Bachelor Degree + 60 semester hours
Column F Bachelor Degree + 75 semester hours

Bonus for Masters Degree \$2,020.00
 Bonus for Doctorate Degree \$1,012.00
 Maximum Bonus \$3,032.00

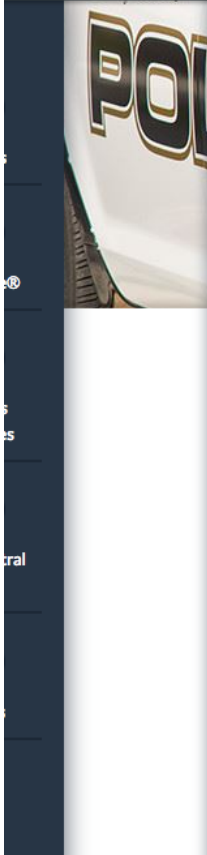
The District will apply the yearly % increases for all monetary benefits for certificated personnel (i.e., stipends, hourly rates, etc.).

Placement on Schedule:

Employees new to the District shall be granted salary schedule placement credit for up to ten (10) years of previous experience with a maximum salary schedule entry placement of step eleven (11), provided that such prior service shall meet all of the criteria established in the Certificated Master Contract.

Each teacher will be placed in the column for which he/she qualified in terms of the number of college credit semester units beyond the Bachelors Degree as recorded in personnel records in the San Marcos Unified School District.

Units applied for any change in column placement for 2017-18 shall be completed prior to the start of the school year and be verified in the District Office with the transcript of documented grade records received prior to November 1.



- Hiring Incentive
- Hiring Process
- Lateral Entry Program
- Minimum Requirements
- Police Officer Compensation & Benefits Summary
- Police Testing Information
- 911 Telecommunicator

Police Officer Compensation & Benefits Summary

Position	Grade/Step	Hourly	Monthly	Annual
Cadet Officer		\$22.36	\$3,875	\$46,500
	19.0	\$24.28	\$4,208	\$50,500
	19.1	\$25.49	\$4,419	\$53,025
	19.2	\$26.77	\$4,640	\$55,676
	19.3	\$28.11	\$4,872	\$58,460
	19.4	\$29.51	\$5,115	\$61,383
	19.5	\$30.99	\$5,371	\$64,452
	19.6	\$31.76	\$5,505	\$66,063
	19.7	\$32.56	\$56.43	\$67,715
Corporal	20.0	\$34.18	\$5,925	\$71,101
Sergeant	21.0	\$37.94	\$6,577	\$78,922
	21.1	\$38.32	\$6,643	\$79,711
	21.2	\$38.71	\$6,709	\$80,508
Commander	22.0	\$44.51	\$7,715	\$92,585
	22.1	\$45.18	\$7,831	\$93,974
	22.2	\$45.86	\$7,949	\$95,384

City of San Marcos Fire Fighter Pay Schedule

Effective 10/1/17

Position	Grade/Step	Hourly*	Bi-Weekly*	Monthly*	Annual
Firefighter	19.0 (Probational)	17.88	1,895	4,106	49,268
	19.1	18.77	1,990	4,311	51,737
	19.2	19.71	2,089	4,527	54,318
	19.3	20.30	2,152	4,662	55,948
	19.4	20.91	2,216	4,802	57,626
	19.5	21.54	2,283	4,946	59,355
	19.6	22.18	2,351	5,095	61,136
	19.7	22.85	2,422	5,248	62,970
Driver/Engineer	20.0	23.99	2,543	5,510	66,119
	20.1	24.71	2,619	5,675	68,103
	20.2	25.45	2,698	5,846	70,146
	20.3	26.22	2,779	6,021	72,250
Captain	22.0	28.05	2,973	6,442	77,308
	22.1	28.89	3,063	6,636	79,627
	22.2	29.76	3,154	6,835	82,016
	22.3	30.65	3,249	7,040	84,476
	22.4	31.57	3,347	7,251	87,010
Battalion Chief	23.0	33.15	3,514	7,613	91,361
	23.1	34.14	3,619	7,842	94,102
	23.2	35.17	3,728	8,077	96,925
	23.3	36.22	3,840	8,319	99,833

(All salaries based on 2,756 hrs/yr.)

*Off slightly due to rounding

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Amazon.com

3.7

22.1K reviews

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60.8K
Salaries

57
Photos

10.1K
Jobs

1.9K
Q&A

Amazon.com Salaries in San Marcos, TX

Salary estimated from 611 employees, users, and past and present job advertisements on Indeed in the past 36 months. Last updated: April 1, 2018

Job Category

Popular Jobs

Location

San Marcos

Popular Jobs

Average Salary

Salary Distribution

Most Reported

Material Handler

328 salaries reported

\$12.34 per hour

\$7.25 \$18.25

Operations Manager

11 salaries reported

\$104,160 per year

\$30,000 \$188,000

Fulfillment Associate

89 salaries reported

\$11.66 per hour

\$7.25 \$18.25

Warehouse Worker

67 salaries reported

\$11.44 per hour

\$7.25 \$18.25

Associate

11 salaries reported

\$12.18 per hour

\$7.25 \$17.65

Loading and Stocking

Average Salary

Salary Distribution

Claimed Profile

Salary satisfaction



Most people think they are paid fairly at Amazon.com
Based on 15,270 ratings

[Add your rating](#)

Common benefits at Amazon.com

401K Plan
Dental Insurance
Employee Discounts
Health Insurance
Life Insurance
Vision Insurance

Benefit information is collected from job descriptions and reviews about Amazon.com on indeed.com.

[Add your benefits](#)

Questions about Amazon.com

Material Handler 328 salaries reported	\$12.34 per hour	Most Reported \$7.25\$18.25
Fulfillment Associate 89 salaries reported	\$11.66 per hour	\$7.25\$18.25
Warehouse Worker 67 salaries reported	\$11.44 per hour	\$7.25\$18.25
Packer 11 salaries reported	\$11.95 per hour	\$7.25\$18.25
Order Picker 10 salaries reported	\$12.56 per hour	\$7.25\$18.25

[All Amazon.com - Loading and Stocking salaries](#)

Management	Average Salary	Salary Distribution
Operations Manager 11 salaries reported	\$104,160 per year	Most Reported \$30,000\$188,000
Area Manager 3 salaries reported	\$58,119 per year	Min and max salaries are hidden when we have fewer than 5 salaries
Other Popular Jobs	Average Salary	Salary Distribution
Associate 11 salaries reported	\$12.18 per hour	Most Reported \$7.25\$17.65
Seasonal Associate 10 salaries reported	\$11.09 per hour	\$7.25\$17.65
Receiving Associate 5 salaries reported	\$11.11 per hour	\$7.25\$16.75

Browse all Amazon.com salaries by category

Popular Amazon.com Jobs

[Loading and Stocking](#)

[Management](#)

[Retail](#)

How much does Amazon.com in San Marcos, TX pay?

What would you suggest Amazon.com management do to prevent others from leaving for this reason?

162 people answered

If you were to leave Amazon.com, what would be the reason?

108 people answered

There's been a lot of discussion about the challenging work/life balance at Amazon. The CEO, Jeff...

72 people answered

[Show more](#)

What people say about working at Amazon.com

Very quick placed and active

There is a lot of physical work and the breaks are pretty short. The good part was we worked four days a week. The breaks were split up to two fifteen minute breaks and a thirty minute lunch break through the 10 hour shift.

Associate (Former Employee)
Springfield, VA - January 3, 2018

Simple fast pace job

I like the job. It's just. Unbalanced when it comes to scheduling people for the freezer. Co workers were fine for the most part. The short break was annoying. I usually complain about 30 but we didn't even get that it's a 12 minute lunch break.

Fresh Associate (Former Employee)
Springfield, VA - November 11, 2017

[Read more Amazon.com reviews about Pay & Benefits](#)

Average Amazon.com hourly pay ranges from approximately \$11.09 per hour for Seasonal Associate to \$13.17 per hour for Picker/Packer. The average Amazon.com salary ranges from approximately \$20,000 per year for Associate to \$104,160 per year for Operations Manager.

Salary information comes from 611 data points collected directly from employees, users, and past and present job advertisements on Indeed in the past 36 months.

Please note that all salary figures are approximations based upon third party submissions to Indeed. These figures are given to the Indeed users for the purpose of generalized comparison only. Minimum wage may differ by jurisdiction and you should consult the employer for actual salary figures.

Find companies

Administrative Assistant Salaries in San Marcos, TX

Salary estimated from 133 employees, users, and past and present job advertisements on Indeed in the past 36 months. Last updated: April 3, 2018

Location

San Marcos

Average in San Marcos, TX

\$13.11 per hour
▼10% Below national average



How much does an Administrative Assistant make in San Marcos, TX?

The average salary for an Administrative Assistant is \$13.11 per hour in San Marcos, TX, which is 10% below the national average. Salary estimates are based on 133 salaries submitted anonymously to Indeed by Administrative Assistant employees, users, and collected from past and present job advertisements on Indeed in the past 36 months. The typical tenure for an Administrative Assistant is 1-3 years.

Administrative Assistant salaries by company in San Marcos, TX

Company	Average salary
 Keystaff Inc Administrative Assistant 26 salaries Administrative Assistant Job available	\$12.79 per hour
 Texas State University Administrative Assistant 7 salaries Administrative Assistant Job available	\$12.15 per hour
 Priority Personnel, LLC. Administrative Assistant 19 salaries	\$14.11 per hour
 Hays County Administrative Assistant 9 salaries	\$13.06 per hour
 Ace Relocation Systems, Inc Administrative Assistant 6 salaries	\$12.57 per hour
 Priority Personnel, Inc. Administrative Assistant 21 salaries	\$12.29 per hour
 Adecco Administrative Assistant 5 salaries	\$13.97 per hour
 NEIL ENGINEERING Administrative Assistant 7 salaries	\$35,000 per year

Salary for related jobs

Senior Administrative Assistant
\$3,100 per month

Administrative Assistant job openings

Administrative Assistant
 Dept of Family & Protective Svc
 San Marcos, TX
 3 days ago

Administrative Assistant
 Dept of Family & Protective Svc
 San Marcos, TX
 30+ days ago

Administrative Assistant
 Dept of Family & Protective Svc
 New Braunfels, TX
 1 day ago

[Administrative Assistant jobs in San Marcos, TX](#)

Administrative Assistant salaries by location

City	Average salary
Administrative Assistant in Houston, TX 8,604 salaries	\$14.89 per hour
Administrative Assistant in Austin, TX 3,953 salaries	\$14.32 per hour
Administrative Assistant in Dallas, TX 3,200 salaries	\$14.46 per hour
Administrative Assistant in San Antonio, TX 2,808 salaries	\$13.89 per hour
Administrative Assistant in Fort Worth, TX 1,796 salaries	\$14.09 per hour

Please note that all salary figures are approximations based upon third party submissions to Indeed. These figures are given to the Indeed users for the purpose of generalized comparison only. Minimum wage may differ by jurisdiction and you should consult the employer for actual salary figures.

Salaries › Administrative Assistant › Texas › San Marcos, TX

Find companies

Sales Associate Salaries in San Marcos, TX

Salary estimated from 298 employees, users, and past and present job advertisements on Indeed in the past 36 months. Last updated: April 4, 2018

Location

San Marcos

Average in San Marcos, TX

\$9.26 per hour

•Meets national average

Most Reported

\$7.25

Salary Distribution

\$14.30

How much does a Sales Associate make in San Marcos, TX?

The average salary for a Sales Associate is \$9.26 per hour in San Marcos, TX, which meets the national average. Salary estimates are based on 298 salaries submitted anonymously to Indeed by Sales Associate employees, users, and collected from past and present job advertisements on Indeed in the past 36 months. The typical tenure for a Sales Associate is less than 1 year.

Sales Associate salaries by company in San Marcos, TX

Company

Average salary

	Cash America Sales Associate 5 salaries Sales Associate Job available	\$13.03 per hour
	Banana Republic Sales Associate 5 salaries Sales Associate Job available	\$10.14 per hour
	Michael Kors Sales Associate 5 salaries Sales Associate Job available	\$9.96 per hour
	Victoria's Secret Sales Associate 8 salaries Sales Associate Job available	\$9.59 per hour
	Gap Sales Associate 6 salaries Sales Associate Job available	\$9.28 per hour
	Diesel Sales Associate 5 salaries Sales Associate Job available	\$9.20 per hour
	Nike Sales Associate 9 salaries Sales Associate Job available	\$9.10 per hour
	Direct Tools Factory Outlet Sales Associate 6 salaries	\$10.00 per hour

Sales Associate job openings

Part Time Sales

rue21
San Marcos, TX
13 days ago

Sales Advisor

H&M
San Marcos, TX
1 day ago

Disney Store: Sales Associate (PT)

Disney Consumer Products and Interactive Media
San Marcos, TX
30+ days ago

Nike Part-Time Under Athlete

NIKE INC
San Marcos, TX
30+ days ago

Retail Associate

Ross Stores
San Marcos, TX
30+ days ago

Manager

Midtex Oil
New Braunfels, TX
[Easily Apply](#) - 23 days ago

[Sales Associate jobs in San Marcos, TX](#)



kate spade Sales Associate
7 salaries

\$9.09 per hour



DKNY Sales Associate
5 salaries

\$9.10 per hour

1 2 Next >

Sales Associate salaries by location

City	Average salary
Sales Associate in Houston, TX 2,388 salaries	\$9.89 per hour
Sales Associate in Austin, TX 2,014 salaries	\$9.59 per hour
Sales Associate in Dallas, TX 1,492 salaries	\$10.14 per hour
Sales Associate in San Antonio, TX 1,395 salaries	\$9.72 per hour
Sales Associate in Fort Worth, TX 935 salaries	\$9.71 per hour

Please note that all salary figures are approximations based upon third party submissions to Indeed. These figures are given to the Indeed users for the purpose of generalized comparison only. Minimum wage may differ by jurisdiction and you should consult the employer for actual salary figures.

Salaries > Sales Associate > Texas > San Marcos, TX

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Cashier Salaries in San Marcos, TX

Salary estimated from 98 employees, users, and past and present job advertisements on Indeed in the past 36 months. Last updated: April 3, 2018

Location

San Marcos

Average in San Marcos, TX

\$8.97 per hour
▼9% Below national average

Most Reported

\$7.25 Salary Distribution \$13.95

How much does a Cashier make in San Marcos, TX?

The average salary for a Cashier is \$8.97 per hour in San Marcos, TX, which is 9% below the national average. Salary estimates are based on 98 salaries submitted anonymously to Indeed by Cashier employees, users, and collected from past and present job advertisements on Indeed in the past 36 months. The typical tenure for a Cashier is less than 1 year.

Cashier salaries by company in San Marcos, TX

Company	Average salary
 Walmart Cashier 8 salaries	\$8.58 per hour
 Keystaff Inc Cashier 22 salaries	\$8.50 per hour

Cashier salaries by location

City	Average salary
Cashier in Houston, TX 2,234 salaries	\$9.20 per hour
Cashier in San Antonio, TX 1,783 salaries	\$12.95 per hour
Cashier in Dallas, TX 1,710 salaries	\$13.51 per hour
Cashier in Austin, TX 1,390 salaries	\$10.31 per hour
Cashier in Fort Worth, TX 525 salaries	\$9.34 per hour

Please note that all salary figures are approximations based upon third party submissions to Indeed. These figures are given to the Indeed users for the purpose of generalized comparison only. Minimum wage may differ by jurisdiction and you should consult the employer for actual salary figures.

Cashier job openings

Cashier - Stonecreek Crossing

JCPenney
San Marcos, TX
26 days ago

Guest Service Team Member - Cashier

TARGET
New Braunfels, TX
1 day ago

Cashiers / Sales Associate

Michaels
San Marcos, TX
30+ days ago

Commercial Collections Assistant

McCoy's Building Supply
San Marcos, TX
16 days ago

Box Office

The SPOT Cinema Eatery
San Marcos, TX
Easily Apply - 30+ days ago

Cashier

Buc-ee's
New Braunfels, TX
21 days ago

[Cashier jobs in San Marcos, TX](#)

Company name

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Receptionist Salaries in San Marcos, TX

Salary estimated from 60 employees, users, and past and present job advertisements on Indeed in the past 36 months. Last updated: April 4, 2018

Location

San Marcos

Average in San Marcos, TX

\$10.67 per hour
▼11% Below national average



How much does a Receptionist make in San Marcos, TX?

The average salary for a Receptionist is \$10.67 per hour in San Marcos, TX, which is 11% below the national average. Salary estimates are based on 60 salaries submitted anonymously to Indeed by Receptionist employees, users, and collected from past and present job advertisements on Indeed in the past 36 months. The typical tenure for a Receptionist is less than 1 year.

Receptionist salaries by company in San Marcos, TX

Company	Average salary
 Priority Personnel, LLC. Receptionist 11 salaries	\$11.59 per hour
 Priority Personnel, Inc. Receptionist 16 salaries	\$11.34 per hour
 Honda Receptionist 6 salaries	\$8.00 per hour

Receptionist salaries by location

City	Average salary
Receptionist in Houston, TX 3,489 salaries	\$12.17 per hour
Receptionist in Austin, TX 1,647 salaries	\$12.68 per hour
Receptionist in Dallas, TX 1,516 salaries	\$12.39 per hour
Receptionist in San Antonio, TX 1,404 salaries	\$11.14 per hour
Receptionist in Fort Worth, TX 684 salaries	\$11.81 per hour

Receptionist job openings

Scheduler

ResCare
San Marcos, TX
3 days ago

Scheduling Clerk

ResCare
San Marcos, TX
3 days ago

Front Desk Receptionist

Honda of San Marcos
San Marcos, TX
Easily Apply - 13 days ago

Medical Receptionist

Peak Physical Therapy and Sports
Medicine Center
Kyle, TX
Easily Apply - 3 days ago

Front Office Receptionist

Medical Office New Braunfels
New Braunfels, TX
Easily Apply - 30+ days ago

Dental Front Office

Evans/Koen Main St. Dental
Buda, TX
Easily Apply - 9 days ago

[Receptionist jobs in San Marcos, TX](#)

Please note that all salary figures are approximations based upon third party submissions to Indeed. These figures are given to the Indeed users for the purpose of generalized comparison only. Minimum wage may differ by jurisdiction and you should consult the employer for actual salary figures.

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APPENDIX B:

Section 42 – §5:52 Property Management – Occupancy test – Students

§ 5:52 Property management—Low-income occupancy test—Students

In general, a unit is *not* considered a low-income unit if all the occupants of such units are full-time students (as defined in IRC § 151(c)(4)).¹ Exceptions to this full-time student rule include:

1. students who are married and are entitled to file a joint tax return;
2. students who receive assistance under Title IV of the Social Security Act;
3. students enrolled in a job training program;
4. students who are single parents with children who are their dependents (as defined in IRC § 152); or
5. students who previously were part of a foster care program.

IRC § 42 does not generally permit full-time students to occupy low-income units entirely. If a unit is completely occupied by full-time students, it will lose its low-income status provided the exceptions mentioned above are not met.

Although IRC § 42 does not define full-time students, it seems reasonable to look at other IRS publications for guidance. Per IRC § 151(c)(4) and IRS Publication 17, a prospective tenant qualifies as a full-time student if he/she is "a full-time student at a school that has a regular teaching staff, course of study, and regularly enrolled body of students in attendance." The 8823 Guide has indicated full-time students includes students in K-12.

The prospective tenant must be enrolled for the number of hours or courses the school considers full-time attendance (usually 12 units/semester or nine units/quarter) for some part of each of five calendar months. These months do not need to be consecutive. For example, a prospective tenant who is enrolled for 12 units for a four-month semester and nine units for a two-month quarter would be a full-time student.

People who work on co-op jobs in private industry as part of a school's prescribed course of classroom and practical training are considered full-time students, according to the IRS. However, prospective tenants are not full-time students while attending school only at night. But full-time attendance at a school can include some attendance at night as part of a full-time course of study, according to IRS Publication 17.

In addition, job training programs do not include part-time jobs at the school where the student is enrolled. For example, a prospective household consists of two full-time students studying biology. Both students work at the biology lab at their school on a part-time basis. Their part-time jobs do not qualify as a job-training program. This household would be ineligible to occupy a low-income unit.

Exception #4 was clarified during 2008. Prior to 2008 if a parent and child lived in a unit the parent must claim the child as a dependant to qualify for the student exemption. For a parent to qualify for the exemption now one of the parents must claim the child as a dependent, but that does not have to be the parent living in the unit.

For student status exemption #1, a student is exempt if he /she is married and has the ability to file a joint return. This issue was clarified when newly married students tried to move into an LIHTC property before they had filed their first joint return. It is important to note the requirement is not that the individuals living in the apartment file a joint tax return or that they are even married to each other, only that the individuals in the apartment are entitled to file a joint tax return.

For student status exemption #5, the unit still qualifies for LIHTCs if it is occupied by an individual who is a full-time student and was previously under the care and placement responsibility of the state agency responsible for administering a plan under Part B or Part E of Title IV of the Social Security Act. If a full-time student was in the foster care system previously, the full-time student would not disqualify the unit. However, owners should be aware that each state agency requires different documentation for this student exemption. In California, for

example, the full-time student must be less than 24 years old and have exited the foster care system within the previous six years, and a Foster Care Verification Form must be completed. In Kansas, to qualify for LIHTC housing the full-time student must prove that they were in foster care at some point during their life; no time limitations apply. Section 3004 of the Housing Economic Recovery Act of 2008 (H.R. 3221) added the foster care exemption to the full-time student exception. However, no additional guidance has been provided to date. Therefore, LIHTC property owners should look to the applicable state agency for requirements under the foster care exception.²

The IRS has offered further guidance concerning the full-time student rule in Private Letter Ruling (PLR) 200339022. The ruling is significant because the full-time student in the ruling did not conform to the exceptions in IRC § 42(i)(3)(D), listed above, but still qualified as a low-income tenant. The tenant in question is 50 years old, not a dependent on another person's federal income tax return, pursuing a law degree at a university on a full-time basis, is single, has no children, and does not meet any of the student exceptions provided under IRC § 42(i)(3)(D). Thus, although the IRS has outlined specific exceptions for qualifying full-time students as low-income housing residents, some atypical situations exist in which a full-time student may qualify as a low income tenant.

The IRS rules dealing with full-time students in tax credit properties is vague. Each case has particular facts and circumstances that should be reviewed closely. Property managers should verify the student status of all prospective residents.