



FY 2010 Proposed Budget Employee Total Compensation

Like other cities across the United States, the City of San Antonio is facing budget challenges and is working to eliminate budget shortfalls of \$11 Million in FY 2010 and \$67 Million in FY 2011. While the City has explored many options, here are the facts about what the City Manager is proposing for the FY 2010 budget:

- 1. The total number of positions will be reduced, but no full-time employees will be laid off.** – As a result of efficiencies and redirections, the net reduction of total positions is 334, of which 166 are full-time and 25 are part-time filled positions. All employees impacted will be offered another job within the City with no cuts to their current salaries.
- 2. The proposed budget does not include COLAs or Performance Pay for any City employees, but the civilian Step Pay Plan will continue to be implemented.** – Due to tight budgets, many cities have already decided to cut cost-of-living and performance pay. However, the City Manager is recommending that the civilian step pay plan continue to be implemented, just at a slower pace. Employees with 10+ years will move to Step 8, instead of Step 10, on January 1, 2010, with 787 employees receiving some step salary increase as a result. This continued implementation recognizes the importance of a pay plan based on longevity for the majority of the City's full-time civilian employees.
- 3. Health Care Premiums will not increase in FY 2010.** – All of the same health care plans and wellness benefits will continue to be provided to employees at 2009 premiums. In addition, co-pays and deductibles will not increase.
- 4. The budget does not recommend mandatory unpaid time off (furloughs) or salary cuts.** – The budget also maintains other valuable programs, including transportation allowance, language skills pay, tuition reimbursement, personal leave buyback, certification pay, and wellness program incentives.

The FY 2010 Proposed Budget addresses this year's budget shortfall without significantly affecting employees. FY 2011 poses a considerable challenge, with a projected shortfall of \$67 Million. Next year's funding situation will require the City to consider additional cuts to maintain a balanced budget, which may include unpaid furloughs, service reductions, and additional position cuts. The City has continued to seek employee feedback through surveys and focus groups, and will continue to do so in budget planning for next year.

In spite of the budget shortfall and economic challenges, preserving employee jobs and pay is a top priority for the City Manager. The City remains dedicated to a comprehensive approach to address employee wages and benefits, and this commitment is reflected in the FY 2010 budget proposal.