

let's **TALK** about

FY 2019 Proposed Budget

On August 9, City Manager Sheryl Sculley presented the City of San Antonio's FY 2019 Proposed Budget to the Mayor and City Council. In support of the City's efforts to be an employer of choice, the budget proposal includes a continuation of our competitive total compensation (salary and benefits) package for the civilian workforce. A cost-of-living adjustment (COLA), Performance Pay, revised Step Pay Plan, new minimum entry wage, and a Student Loan Payment Program were all included in the FY 2019 Proposed Budget.

Civilian Employee Compensation

HIGHLIGHTS:

Proposed FY 2019 Civilian Employee Compensation		
Regular FT/PT Employees	Pay Increase	Effective Date
All Civilian Employees 	1% COLA	October 2018
All Civilian Employees 	Minimum entry wage increases to \$15/hr	January 2019
Regular FT Employees	Pay Increase	Effective Date
Midrange, Professionals, & Managers	Performance Pay-eligible	January 2019
Step Pay Plan: Below Maximum Step	Implementation of an updated Step Pay Plan & Step movement	January 2019
Step Pay Plan: At Maximum Step	\$800 lump sum	January 2019

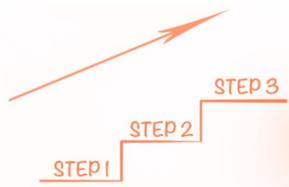
DETAILS:

COLA and Minimum Entry Wage

The Proposed Budget includes a **1% COLA** for all regular, full-time and part-time civilian employees (except executives) in October. Our minimum entry wage will increase from \$14.25/hr to **\$15/hr** effective January 1.

Step Pay Plan

Updates to the Step Pay Plan related to implementing the new minimum entry wage are included in the budget proposal. In January, employees in the Step Pay Plan who are below the maximum Step, were hired by April 1, and receive performance ratings of achieves expectations or higher will receive their annual increase. Individuals at their maximum Step who were awarded achieves expectations or higher on their annual performance review will receive a one-time, lump sum payment of \$800 in January.



Performance Pay

Performance Pay for midrange, professionals, and managers who are not eligible for the Step Pay Plan and were hired before April 1, is included in the FY 2019 Proposed Budget. This pay will be awarded in January based on the employee's performance evaluation results.

Civilian Health Care Plans and Premiums



The City continues to be self-insured, with employees and the City sharing the cost of health care. Under the Proposed Budget, the majority of employee health care costs will still be paid by the City, and regular, full-time civilian employees will still have two health plan options to choose from — **Consumer Choice and New Value**. Both of these plans feature a broad network of health care providers and coverage for all of the same services you use today (ex: doctor's office visits, preventive

care, prescription medications, etc.).

Blue Cross and Blue Shield of Texas will continue to offer the **Benefits Value Advisor and Member Rewards Programs**. Through these initiatives, not only do employees have access to specially-trained representatives who can advise them on their options, but they also have the opportunity to earn cash just for selecting certain health care providers.

HIGHLIGHTS:

- **No bi-weekly premium increases for medical plans**
- **No bi-weekly premium increases for dental, vision, and life insurance plans**
- **No medical plan design changes**
- Preventive care covered at 100% (in-network)
- Health Savings Account (HSA) contributions— \$500 individual or \$1,000 family (for people enrolled in Consumer Choice)



Proposed Bi-Weekly Medical Plan Premiums - 2019		
Consumer Choice	Pre-2009	Post 2009
Employee Only	\$9.50	\$22.50
Employee + Child(ren)	\$16.50	\$37
Employee + Spouse	\$48	\$104.50
Employee + Family	\$68	\$148

Proposed Bi-Weekly Medical Plan Premiums - 2019		
New Value	Pre-2009	Post 2009
Employee Only	\$40	\$88.50
Employee + Child(ren)	\$105	\$208
Employee + Spouse	\$197.50	\$331
Employee + Family	\$267	\$444

Proposed Medical Plan Comparison Snapshot - 2019		
In-Network Benefits	Consumer Choice	New Value
City Contribution to Health Savings Account (HSA) (Individual/Family)	\$500/\$1,000	N/A
Preventive Care	Covered at 100%	
Annual Deductible (Individual/Family)	\$2,000/\$4,000	\$1,500/\$3,000
Annual Out-of-Pocket Maximum (Individual/Family)	\$4,000/\$8,000	\$3,500/\$7,000
Office Visits: Primary Care/Specialist/Urgent Care	20% after deductible	Co-pay: \$30/\$55/\$50

NEW! Student Loan Payment Program



HIGHLIGHTS:

In the FY 2019 Proposed Budget, the City recommends offering a Student Loan Payment Program for eligible full-time employees. This program would complement the Tuition Reimbursement Program that the City has offered for several years and it is anticipated that it would go into effect in the spring. Information will be shared as the program is developed and

materials are finalized.

DETAILS:

- Eligible employees would receive a **\$50 monthly payment** toward their student loans
- Payments would be made from the City to the loan servicer through a third-party administrator

FY 2019 Holiday Schedule

HIGHLIGHTS:

City offices will again close at the end of the calendar year in observance of the time period between the Christmas Eve and New Year's Day holidays from December 24 to January 1. Of these days, five are paid City holidays. For the remaining two days, employees will have the option of using Personal Leave, Annual Leave, Compensatory (Comp) Time, Incentive Leave, or Voluntary Leave Without Pay.

DETAILS:

Proposed FY 2019 Holiday Schedule	
Veterans Day (Observed) – November 12, 2018	Winter Holiday – December 31, 2018
Thanksgiving Day – November 22, 2018	New Year's Day – January 1, 2019
Day after Thanksgiving – November 23, 2018	Martin Luther King, Jr. Day – January 21, 2019
Christmas Eve – December 24, 2018	Fiesta San Jacinto Day – April 26, 2019
Christmas Day – December 25, 2018	Memorial Day – May 27, 2019
Winter Holiday – December 26, 2018	Independence Day – July 4, 2019
City Closure (Employee Leave) – December 27, 2018	Labor Day – September 2, 2019
City Closure (Employee Leave) – December 28, 2018	

Note: Most Pre-K 4 SA Department employees will follow a different holiday schedule. For Pre-K 4 SA holiday schedule questions, contact Lead Employee Relations Business Partner Irma Mederos at 206-2776.

Mark Your Calendars! 2019 Open Enrollment

2019 Employee Benefits Open Enrollment is **October 1 – October 19**. This is the one time of year when all full-time employees can select or make changes to their benefit choices. These changes become effective January 1.

What Is Next?

If you have any questions about the information in this document, contact your department's Employee Relations Team or Human Resources Customer Service at 207-8705 or hrcustomerservice@sanantonio.gov.