



let's **TALK** about

FY 2020 Proposed Budget—Civilian Employee Total Compensation

On August 8, 2019, City Manager Erik Walsh presented the City of San Antonio’s FY 2020 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 package (salary and benefits) for the civilian workforce. The FY 2020 Proposed Budget included an across-the-board increase for employees on the Step Pay Plan; performance pay for eligible employees; **no bi-weekly premium increases** for medical, dental, vision and life insurance plans; and the introduction of a third medical plan.

Civilian Employee Compensation

HIGHLIGHTS:

Proposed FY 2020 Civilian Employee Compensation		
Employees	Pay Increase	Effective Date
Regular FT: Step Pay Plan Regular PT: Pay Ranges 500-513	3% Across-the-Board Increase	October 2019
Regular FT Midrange, Professionals, & Managers	3% Pool* for Performance Pay-eligible	January 2020

DETAILS:

Step Pay Plan Employees, Part-Time Employees & Minimum Entry Wage

As a result of employee feedback for larger salary increases for tenured employees, the FY 2020 Proposed Budget includes a **3% across-the-board increase** for all regular **full-time employees who are on the Step Pay Plan and regular part-time employees (pay ranges 500-513)**. This allows for employees who have reached their maximum step to be eligible for the 3% increase. **All Step Pay Plan employees and part-time employees (pay ranges 500-513) will receive a 3% increase to their base salary on October 1, 2019.**

FY 2020 will serve as a transitional year for the Step Pay Plan. The 3% across-the-board increase for all Step Pay Plan employees and part-time employees (pay ranges 500-513) is in lieu of any step movement in FY 2020. Over the next year, Human Resources will work with employees and our employee associations to develop a revised Step Pay Plan that adequately addresses tenure for future fiscal years.

The City’s \$15 per hour entry wage that was fully implemented in FY 2019 will remain in effect for FY 2020.

Performance Pay

The FY 2020 Proposed Budget includes funding for performance pay for midrange, professionals, managers, and executives as a method to reward strong performance through base salary increases. Employees hired prior to April 1, 2019, are eligible to receive performance pay, and their individual increase is based on their performance evaluation score.

*A portion of the proposed budget totaling 3% of civilian salaries has been allocated for performance pay.

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 FY 2020 Budget, **premiums for civilian employees will remain the same as they are now.** In addition to still having the **Consumer Choice and New Value** options through Blue Cross and Blue Shield of Texas, regular full-time civilian employees will now have a third option from which to choose—the **Blue Essentials HMO** plan. Under the Blue Essentials HMO plan, employees will be connected to a smaller group of qualified medical providers with care directed by a primary care physician (PCP). The plan design will be similar to the New Value PPO with deductibles and co-pays, but with lower monthly premiums. This plan only covers in-network services within the state of Texas.

All three plans provide coverage for all of the same services you use today (ex: doctor's office visits, preventive care, prescription medications, etc.). Look for more information during open enrollment, when you will have the opportunity to select the plan that is right for you. There are also some new plan features that will be available in 2020. Please see below.

HIGHLIGHTS & NEW FEATURES:

- Preventive care covered at 100% (in-network)
- Health Savings Account (HSA) contributions—\$500 individual or \$1,000 family (Consumer Choice plan)
- Applied Behavioral Analysis (ABA)—intense therapy treatment for autism spectrum disorders for kids—**NEW**
- Consumer Medical—provides expert medical opinion and clinical advocacy—**NEW**
- Travel & Lodging—reimbursement benefit for those traveling for approved medical treatment for cancer and transplants—**NEW**

DETAILS:

Proposed Bi-Weekly Medical Plan Premiums - 2020—NEW		
Blue Essentials HMO	Pre-2009	Post 2009
Employee Only	\$18.50	\$42.50
Employee + Child(ren)	\$43.00	\$88.50
Employee + Spouse	\$93.00	\$172.50
Employee + Family	\$127.50	\$237.00

Proposed Bi-Weekly Medical Plan Premiums - 2020		
Consumer Choice PPO	Pre-2009	Post 2009
Employee Only	\$9.50	\$22.50
Employee + Child(ren)	\$16.50	\$37.00
Employee + Spouse	\$48.00	\$104.50
Employee + Family	\$68.00	\$148.00

Proposed Bi-Weekly Medical Plan Premiums - 2020		
New Value PPO	Pre-2009	Post 2009
Employee Only	\$40.00	\$88.50
Employee + Child(ren)	\$105.00	\$208.00
Employee + Spouse	\$197.50	\$331.00
Employee + Family	\$267.00	\$444.00

Proposed Medical Plan Comparison Snapshot - 2020			
In-Network Benefits	Blue Essentials HMO—NEW	Consumer Choice PPO	New Value PPO
City Contribution to Health Savings Account (HSA) (Individual/Family)	N/A	\$500/\$1,000	N/A
Preventive Care	Covered at 100%		
Annual Deductible	\$1,500/\$3,000	\$2,000/\$4,000	\$1,500/\$3,000
Annual Out-of-Pocket Maximum	\$3,500/\$7,000	\$4,000/\$8,000	\$3,500/\$7,000
Office Visits: Primary Care/Specialist/Urgent Care	Co-pay: \$25/\$45/\$75	20% after deductible	Co-pay: \$30/\$50/\$75

Mark Your Calendars! 2020 Open Enrollment

2020 Employee Benefits Open Enrollment is **October 7 – October 25**. This is the **one time** of year when all regular full-time employees can select or make changes to their benefit choices. These changes become effective January 1.

FY 2020 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.

Proposed FY 2020 Holiday Schedule	
Veterans Day – November 11, 2019	Winter Holiday – December 31, 2019
Thanksgiving Day – November 28, 2019	New Year's Day – January 1, 2020
Day after Thanksgiving – November 29, 2019	Martin Luther King, Jr. Day – January 20, 2020
Christmas Eve – December 24, 2019	Fiesta San Jacinto Day – April 24, 2020
Christmas Day – December 25, 2019	Memorial Day – May 25, 2020
Winter Holiday – December 26, 2019	Independence Day (observed) – July 3, 2020
City Closure (Employee Leave) – December 27, 2019	Labor Day – September 7, 2020
City Closure (Employee Leave) – December 30, 2019	

DETAILS:

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.

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 AskHR@sanantonio.gov.