

LET'S

TALK

ABOUT

## FY 2021 Proposed Budget Civilian Employee Total Compensation

On August 6, 2020, City Manager Erik Walsh presented the FY 2021 Proposed Budget to the Mayor and City Council. We are pleased to share that despite the unprecedented impact that the COVID-19 pandemic has had on the City's revenue, **the proposed budget DOES NOT include any salary reductions, layoffs, or unpaid vacation/furlough days. In fact, as was committed, all our furloughed employees have been returned to work in some capacity with no change in base salary.**

**Additional highlights to civilian employee compensation and benefits include:**

- ◆ 10% reduction in employee medical premiums
- ◆ Continuation of Personal Leave Buyback
- ◆ Recognition of Juneteenth as one of the 13 paid City holidays
- ◆ Suspension of the Virgin Pulse Rewards program
- ◆ Modifications to the VIA Bus Pass program
- ◆ Elimination of the executive cell phone allowance

The following pages provide additional information about what is included in the FY 2021 Proposed Budget.

### Civilian Compensation

Despite a projected \$87 million dollar deficit in the General Fund over the next two years, there will be no salary reductions in FY 2021. While there will be no across-the-board increases (COLA), performance pay, or step plan increases, no other changes to employee compensation, such as unpaid vacation/furlough days, are proposed for FY 2021. Depending on the City's financial state next year, unpaid vacation/furlough days could be a consideration for FY 2022.

The current hiring freeze will remain in effect through FY 2021, with the exception of some positions, such as 911 Call Takers, 911 Dispatchers, 311 Representatives, Municipal Court positions, and some Pre-K 4 SA positions.

The executive cell phone allowance is also proposed to be eliminated.

### Civilian Benefits

#### **HEALTH CARE PLANS AND PREMIUMS**

Health care premiums for FY 2021 will be reduced by 10% for all civilian employees. The City continues to be self-insured, with employees and the City sharing the cost of health care. The current three plan options—**Consumer Choice PPO, Blue Essentials HMO, and New Value PPO**—will continue to be offered in FY 2021.



**Civilian Benefits continued**

**HEALTH CARE PLANS AND PREMIUMS**

All three plans provide coverage for all of the same services you use today (ex: doctor’s office visits, preventive care, prescription medications, etc.).

The Consumer Choice plan will continue to feature Health Savings Account (HSA) contributions made by the City of \$500 for an individual or \$1,000 for a family. Employees who select the New Value or Blue Essentials option will still have the opportunity to contribute to a Health Care Flexible Spending Account (FSA). The Daycare/Elder Care FSA will also be available to employees enrolled in any of the three medical plans.

Please see the following for proposed bi-weekly premiums and a plan comparison snapshot.

| Proposed Bi-Weekly Medical Plan Premiums - 2021 |          |           |
|---|----------|-----------|
| Consumer Choice PPO                             | Pre-2009 | Post 2009 |
| Employee Only                                   | \$8.55   | \$20.25   |
| Employee + Child(ren)                           | \$14.85  | \$33.30   |
| Employee + Spouse                               | \$43.20  | \$94.05   |
| Employee + Family                               | \$61.20  | \$133.20  |

| Proposed Bi-Weekly Medical Plan Premiums - 2021 |          |           |
|---|----------|-----------|
| New Value PPO                                   | Pre-2009 | Post 2009 |
| Employee Only                                   | \$36.00  | \$79.65   |
| Employee + Child(ren)                           | \$94.50  | \$187.20  |
| Employee + Spouse                               | \$177.75 | \$297.90  |
| Employee + Family                               | \$240.30 | \$399.60  |

| Proposed Bi-Weekly Medical Plan Premiums - 2021 |          |           |
|---|----------|-----------|
| Blue Essentials HMO                             | Pre-2009 | Post 2009 |
| Employee Only                                   | \$17.10  | \$38.25   |
| Employee + Child(ren)                           | \$39.15  | \$79.65   |
| Employee + Spouse                               | \$83.70  | \$155.25  |
| Employee + Family                               | \$115.20 | \$213.30  |

| Proposed Medical Plan Comparison Snapshot - 2021                      |                        |                      |                        |
|---|------------------------|----------------------|------------------------|
| In-Network Benefits   | Blue Essentials HMO    | 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 (Individual/Family)                                 | \$1,500/\$3,000        | \$2,000/\$4,000      | \$1,500/\$3,000        |
| Annual Out-of-Pocket Maximum (Individual/Family)                      | \$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 |

**Civilian Benefits continued**

**HEALTH CARE PLANS AND PREMIUMS**

Save the date for 2021 Open Enrollment! It will take place online from October 5 to 23, 2020. This is the one time of year when you can make changes to your benefits selections without experiencing a Qualifying Life Event, such as marriage, birth of a child, adoption, divorce, etc.

**NON-HEALTH CARE BENEFITS**

**Virgin Pulse Rewards Program**—It is proposed that the Virgin Pulse Rewards Program be suspended in FY 2021.

**Tuition Assistance Program**—The Tuition Assistance Program will continue to be available to full-time civilian employees, grant-funded employees, and police and fire academy trainees. The Tuition Assistance Program is intended to provide financial assistance to eligible employees for some of the tuition expenses associated with their education, including GED, certifications, or college degrees.



**Student Loan Payment Program**—The Student Loan Payment Program will continue to be offered to full-time civilian employees and City Council Aides. Program participants will receive a monthly \$50 payment toward the principal of an eligible student loan made directly to the loan account (loan servicer).

**Personal Leave Buyback Program**—Eligible, full-time, regular civilian employees will still have the opportunity to sell back their unused Personal Leave. Like last year, those participating in this program will have the option of designating all or a portion of their payout to their 457 Deferred Compensation account you have through ICMA-RC or Nationwide.

**VIA Bus Pass Program**—The VIA Bus Pass Program will continue to be offered to all full-time and part-time employees and City Council Aides in FY 2021, but it will include a tiered pricing structure. Employees who confirm they use the bus pass to commute to work at least one day each week will continue to have access to bus passes with the program changes outlined below. Online registration for the 2021 VIA Bus Pass Program will take place in November 2020.

| Proposed FY 2021 VIA Bus Pass Program  |   |
|---|---|
| If you are an employee  | You   |
| earning a base salary less than \$40,000 and use the pass at least one day each week to commute to work                     | will continue to receive the bus pass at no cost to you                   |
| earning a base salary greater than \$40,000, but less than \$70,000   | may purchase a bus pass for half-price (expected to be \$30 for the year) |
| earning a base salary greater than \$70,000   | may purchase a bus pass for full price (expected to be \$60 for the year) |
| receiving a car or transportation allowance   | may purchase a bus pass for full price (expected to be \$60 for the year) |



## Civilian Benefits continued

### NON-HEALTH CARE BENEFITS

**FY 2021 Holiday Schedule**— Beginning in FY 2021, Juneteenth will be recognized as one of the 13 paid City holidays. In 2021 it will be observed on Friday, June 18.

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, four are paid City holidays. For the remaining three days, employees will have the option of using Personal Leave, Annual Leave, Compensatory (Comp) Time, Incentive Leave, or Voluntary Leave Without Pay.

| Proposed FY 2021 Holiday Schedule                 |  |
|---|--|
| Veterans Day – November 11, 2020                  | Winter Holiday – December 31, 2020             |
| Thanksgiving Day – November 26, 2020              | New Year’s Day – January 1, 2021               |
| Day after Thanksgiving – November 27, 2020        | Martin Luther King, Jr. Day – January 18, 2021 |
| Christmas Eve – December 24, 2020                 | Fiesta San Jacinto Day – April 23, 2021        |
| Christmas Day – December 25, 2020                 | Memorial Day – May 31, 2021                    |
| City Closure (Employee Leave) – December 28, 2020 | Juneteenth (Observed) – June 18, 2021          |
| City Closure (Employee Leave) – December 29, 2020 | Independence Day (Observed) – July 5, 2021     |
| City Closure (Employee Leave) – December 30, 2020 | Labor Day – September 6, 2021                  |

*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.*

## Questions?

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.