



CITY OF SAN ANTONIO
 Human Resources Department
 Riverview Towers Building
 Soledad, Ste. 100
 San Antonio, TX 78205

Joining Your Ranks

Congratulations to the following people on their recent retirement! Thank you for your years of dedicated service to the City of San Antonio.

Alfredo Aleman Fire, 20 yrs.	Steven Gonzales Transportation & Capital Improvements, 21 yrs.	Mary Ann Salgado Convention & Sports Facilities, 21 yrs.
Carmen V. Cura Development Services, 20 yrs.	Esther Hinson Building & Equipment Services, 22 yrs.	Margaret Sanders Office of the City Attorney, 22 yrs.
Judy T. Fordyce Aviation, 28 yrs.	Theodore G. Knappick Convention & Sports Facilities, 22 yrs.	Jane L. Shafer Police, 23 yrs.
Arthur D. Garcia Convention & Sports Facilities, 23 yrs.	Arthur R. Peña Convention & Sports Facilities, 35 yrs.	Janet Vasquez Culture & Creative Development, 22 yrs.
Jorge Gil Fire, 40 yrs.	Pablo D. Perez Parks & Recreation, 21 yrs.	Terry A. Treviño Parks & Recreation, 20 yrs.
Ricardo C. Gomez Solid Waste Management, 30 yrs.	Jerry L. Ploch Aviation, 20 yrs.	Magdaline F. Scheppers Transportation & Capital Improvements, 23 yrs.
Richard Gonzales Transportation & Capital Improvements, 27 yrs.	Ronald O. Pullin Development Services, 30 yrs.	Isabel Vasquez Building & Equipment Services, 20 yrs.

CITY OF SAN ANTONIO RETIREE Matters



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Save the date! The next Brown Bag session is scheduled for Friday, **August 19** from **11:30 a.m. — 1 p.m.** at the **Central Public Library Auditorium, 600 Soledad**. Be sure to arrive a little early to enjoy a retiree social beginning at 11 a.m.

During the Brown Bag session, the Director of Management & Budget, John Woodruff, will go over the City's FY 2017 proposed budget and address any questions you might have. Also, the Director of Parks & Recreation, Xavier Urrutia, who is this year's chair of the Charitable Campaign, will also be in attendance to talk about this year's fundraising effort.

As always, light refreshments will be provided, but feel free to bring a bag lunch. Free parking will be available in the Library's parking garage.

To reserve your seat, leave a message on the Retiree RSVP Line at 210-207-7000 or email hrcustomerservice@sanantonio.gov.



Lori Steward

Message from Human Resources Director

Dear City of San Antonio Retirees,

I sure hope you have been keeping cool during this unbelievably hot summer. We have been busy these last few months as we prepare our budget and, believe it or not, start to plan for open enrollment, which will be here before we know it.

You will notice two inserts in this quarter's issue — the Charitable Campaign pledge form and a survey from RECOSA. I ask that you read each one and consider participating in both. As you might remember, last year was the first year that retirees were invited to contribute to the City's campaign.

In 2015, as a retiree community, you raised more than \$4,000, which helped us surpass our \$1 million goal! If you are able to, we ask that you give whatever amount you can to this year's campaign.

The survey is simply a way for RECOSA to determine how to better serve its membership. You may complete and mail both the pledge form and survey to the address indicated on each form, or bring them with you to the Brown Bag session in August.

As always, please let us know if there are any topics you would like to see in future issues of *Retiree Matters* by emailing cosaretiree@sanantonio.gov.



Charitable Campaign Begins August 5

The City's Charitable Campaign will officially begin on August 5. Enclosed in this newsletter is a retiree pledge form, and on the reverse side is a list of non-profit organizations that provide a variety of important services to those in the greater San Antonio area. You may select any of these organizations to receive your donation.

Last year, the campaign was extended to include you, our retiree community, and that effort continues this year. Many of you participated in the campaign during your City careers, and we hope you will consider giving once again. There are several ways you can donate to the campaign: complete the pledge form and mail it to the address on the form, bring it to the August 19 Brown Bag event, or make a contribution online at https://unitedwayofsanantonioandbexarcounty.formstack.com/forms/cosa_retiree_pledge.

Notes From The City Manager



Sheryl Sculley

Dear City of San Antonio Retirees:

In the last issue of *Retiree Matters*, I mentioned that budget planning for FY 2017 was just beginning. Since that time, City departments have been diligently working to plan their budgets for the coming year. In addition to incorporating department needs into the budget, it is also critical that we hear from our residents. In an effort to gather feedback from the community, the Government and Public Affairs Department expanded their outreach efforts by attending a number of public events as part of the SpeakUp campaign. Employees engaged with citizens to complete budget surveys and collected 5,100 responses from residents about what is important to them for the 2017 budget. The top five priorities include: streets, drainage, sidewalks, and transportation; public safety (more firefighters and police officers); neighborhood services (health and human services, code enforcement, animal care services, and libraries); parks and recreation; and workforce and economic development. This feedback was presented to City Council on June 8.

On August 18, the budget preparation will come to fruition as I present a proposed budget to City Council that reflects the needs of each department, priorities within each council district, and community input. To keep you informed, you will receive a special edition of *Retiree Matters* that highlights the retiree health benefits and compensation portion of the budget. The proposed budget will also be a topic of the Brown Bag event taking place the following day on August 19. Additionally, more input from residents will be solicited during a series of public meetings scheduled to be held the last two weeks in August. I encourage you to attend one of these meetings—your insight not only as a resident, but as a retired City employee is extremely valuable. A calendar of meetings can be found at www.saspeakup.com.

Through this newsletter, I have had the opportunity to provide you with updates regarding our contract negotiations with the San Antonio Police Officers Association. I am pleased to share that last month, we settled the two-year-long contract dispute through mediation, subject to ratification by a majority of the union membership and approval of the City Council. We consistently stated from the beginning three years ago that we want a contract that is fair to our employees and affordable for taxpayers, and we feel this new contract achieves that. Health care expenses are the fastest growing portion of the public safety budget, and by having our officers share in the cost of health care, we can better manage public safety expenses and address the many other needs of our community. Below are some terms of the deal:

- All officers would receive a 17% wage increase over five years, including a 3% lump sum in year one, 3% increases in years two through four, and a 5% increase in year five. There would be no retroactive pay for the two years officers have gone without a raise since the contract expired in 2014.
- Officers would pay no monthly health care premiums for themselves, but would pay premiums for their dependents under one of the two plans offered. If officers choose the Consumer Driven Health Care Plan, they would pay no premiums for themselves or their dependents.
- The \$1.5 million legal fund would be eliminated when it is negotiated out of the fire union's collective bargaining agreement.
- The total cost of the contract would keep public safety spending at less than 66% of the City's General Fund Budget for at least the first three years of the contract. Under current projections, public safety expenditures would be 66.3% of the General Fund Budget in year four and 67.6% in year five.

I hope you enjoy the rest of your summer. Please feel free to contact my office with any questions, and thank you for your service to our City.

Sincerely,

Words on RECOSA (submitted by RECOSA)

I hope that everyone is enjoying their summer and has had an opportunity to spend time with family and friends. Your RECOSA Board has been working on a few important items during the past several months. First and foremost, RECOSA has been a member of the City's Third Party Administrator (TPA) Evaluation Committee, whose task is to score proposals submitted for the administration of health benefits for all employees and for retirees under age 65. The Committee's ranking of the competing vendors will help the City Council in choosing the next TPA.

In addition, we encouraged our members to participate in the City's Budget process by completing the SpeakUp Survey. This was an important opportunity to express our budget priorities to City elected and administrative officials.

Also, in coordination with the City's Human Resources Department, RECOSA has planned time for retirees to socialize with each other over coffee, juice, fruit, and morning breads before we hear a presentation about the FY 2017 Proposed City Budget at the next Brown Bag session. The time of the social gathering will be from 11 – 11:30 a.m. on August 19 at the Central Library. It will be a wonderful time to see and chat with your fellow retirees. Moreover, during the meeting, City staff will give us the opportunity to join with City employees and donate to the combined Charitable Campaign as we did last year. Donation forms will be available at the meeting.

It is anticipated that by the time you receive this newsletter, the RECOSA Membership Survey will be posted on our website: www.recosa.org. Please take time to complete the survey online or fill out and return the hard copy version that is enclosed in this newsletter. Your responses are important and will impact the future of this organization.

Finally, please help us keep you up to date on important issues. If we do not have your current email address, please send it to us so that we may quickly contact you, if needed. Send a brief email to info.recosa@gmail.com, and we will add your contact information to our database (Note: We keep this information strictly confidential, and use it only for RECOSA business.). We also post pertinent information on our website.

Have a safe summer, and I hope to see you on August 19 at the Brown Bag session. RECOSA is a 501 (c) 3 non-profit organization. Leave us a message at 210-504-9567, and we will return your call.

Liz Garcia,
RECOSA Board Chair

Contacts

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210-207-6043 (F)
[sanantonio.gov/
EmployeeInformation/
RetiredEmployees](http://sanantonio.gov/EmployeeInformation/RetiredEmployees)
cosaretiree@sanantonio.gov
hrcustomerservice@sanantonio.gov

Retiree RSVP Line

210-207-7000

Davis Vision

1-800-448-9372
www.davisvision.com

Delta Dental

1-800-422-4234
[www.deltadentalins.com/
cityofsanantonio/retirees.html](http://www.deltadentalins.com/cityofsanantonio/retirees.html)

Aetna

1-800-842-1306

Medicare

1-800-633-4227
www.medicare.gov

Retiree Liaison

Ann Solis
210-207-0073

Texas Municipal Retirement System

1-800-924-8677
www.tmr.com

UnitedHealthcare

Customer Care
1-800-996-2078
www.myuhc.com