RECOSA (Retired Employees of the City of San Antonio)

Board of Directors Meeting Minutes

October 4, 2022, 11:30 a.m.

Location: RECOSA Meeting via Zoom

1. Call to order and Introduction. The meeting was called to order at 11:36 a.m. by Chair Rebecca "Becky" Waldman.
    - Board members Present: Becky Waldman, Liz Garcia, Michael Trainer, Stephen Haney, David Lopez, Diana Alcocer, Kevin Burton, Martha Sepeda.
    - Other Attendees: David Chumchal, Joy Kusek, and Joseph Colliti.
2. Approval of Agenda – October 4, 2022, Stephen Haney moved to adopt the agenda. Motion was adopted.

3. Approval of September 6, 2022, minutes. David Lopez moved to adopt the September 6, 2022, minutes. Without objection, minutes were approved.

4. Officer and Committee Reports
    a. Chair Rebecca Waldman reviewed her report.
    b. Vice Chair Martha Sepeda – no report.
    c. Treasurer Liz Garcia reported a total of $18,765.59 for all accounts. She also reviewed her report with the board members and guests.
    d. Recording Secretary David Lopez/Diana Alcocer – no report
    e. Corresponding Secretary Stephen Haney presented his report.
    f. Technology Committee Chair Stephen Haney reported that Joe Gimenez has updated the banner on the website.
    g. Legislative/TMRS Chair Michael Trainer – no report.
    h. Online Communications/Special Projects – Kevin Burton reported on updates to the RECOSA website, Facebook Posts and Email Campaigns. He also provided survey results.

5. Unfinished Business
    a. Chair Rebecca Waldman gave her Recap report of the 9/22/22 WebEx meeting between RECOSA and Human Resources.

b. Nominating Committee member Liz Garcia gave her update report regarding the Fall Election for 2023 RECOSA Board.
c. Chair Rebecca Waldman conducted the discussion for the Fall Brown Bag/Annual Meeting. Members and guests reviewed the proposed agenda and assignments. Joy Kusek volunteered to help with registration. Chair Waldman has requested that HR have a staff person at the registration table once the meeting begins so no retirees miss the meeting. RECOSA members Stephen Haney and Diana Alcocer will accompany David Whitt, COSA HR to the site visit to Pre-K for SA -East to check out logistics for the November 18th meeting.

6. New Business
   a. Chair Rebecca Waldman noted that Kevin Burton has prepared additional data points to consider asking HR and Gallagher to share with RECOSA. She has asked that the discussion be delayed in the interest of time and that there be a separate meeting on this before the end of the year.

7. Announcements -Next Board meeting – November 1, 2022, at 11:30 a.m.

8. Adjournment – no further business, meeting is adjourned at 1:33 p.m.

David Lopez, Recording Secretary & Diana Alcocer, Board Member

Date Adopted _____

RECOSA (Retired Employees of the City of San Antonio)
Board of Directors Meeting Agenda
October 4, 2022, 11:30 am
Location: RECOSA Meeting via Zoom
San Antonio, Texas

1. Call to Order and Introduction

2. Approval of Today's Agenda – October 4, 2022

3. Approval of Last Meeting's Minutes – September 6, 2022

4. Officers & Committee Reports
   a. Chair, Rebecca Waldman
   b. Vice Chair, Martha Sepeda
   c. Treasurer, Liz Garcia
   d. Recording Secretary, David Lopez/Diana Alcocer
   e. Corresponding Secretary, Stephen Haney
   f. Technology Committee Chair, Stephen Haney
   g. Legislation/TMRS, Michael Trainer
   h. Online Communications/Special Projects, Kevin Burton

5. Unfinished Business
   a. Recap of 9/22/22 WebEx meeting between RECOSA and Human Resources
   b. Update from the Nominating Committee, re: Fall Election for 2023 RECOSA Board (Liz Garcia, Committee Chair)
   c. Discussion of Fall Brown Bag/Annual Meeting including proposed agenda and assignments

6. New Business
   a. Discussion of additional data points we may ask HR and their consultant, Gallagher, to share with RECOSA (Kevin Burton, Special Projects)

Announcements

Next Board Meeting is scheduled for November 1, 2022, at 11:30 a.m.

Adjournment of board meeting

Updated 9.26.22

RECOSA (Retired Employees of the City of San Antonio)
Board of Directors Meeting Minutes
September 6, 2022, 11:30 a.m.
Location: RECOSA Meeting via Zoom

1. Call to order and Introduction. Meeting was called to order at 11:35 a.m. by Chair Rebecca "Becky" Waldman.
    - Board members Present: Becky Waldman, Liz Garcia, Michael Trainer, Stephen Haney, David Lopez, Diana Alcocer
    - Board Member Absent: Martha Sepeda
    - Other Attendees: John German, David Chumchal, Joy Kusek, Kevin Burton, Sal Garza, Diane Backhus, Mario Gonzalez, Mary Theresa Lemus, Lewis Andrews and Carlos Zuniga.

2. Approval of Agenda – September 6, 2022. Liz Garcia moved to adopt the agenda. Motion was adopted.

3. Approval of August 2, 2022, minutes. Stephen Haney moved to adopt the August 2, 2022, minutes. Without objection, minutes were approved.

4. Officer and Committee Reports
    a. Chair Rebecca Waldman reviewed her report.
    b. Vice Chair Martha Sepeda is absent.
    c. Treasurer Liz Garcia reported that $143.00 in donations were received at the August Brown Bag meeting, $123.18 were received through the mail for a total of $266.18. She reported a total of $18,846.55 for all accounts. She also reviewed her report with the board members and guests.
    d. Recording Secretary David Lopez/Diana Alcocer – no report
    e. Corresponding Secretary Stephen Haney presented his report on the RECOSA survey and the Brown Bag session results.
    f. Technology Committee Chair Stephen Haney reported on the Technology Committee meeting that was held via Zoom August 19, 2022.
    g. Legislative/TMRS Chair Michael Trainer attended a state conference last week. He reported that TMRS is a stable pension.

5. New Business
    a. Stephen Haney moved the adoption of reimbursement to Liz Garcia for $8.61 for double tickets for door prize drawing at 8/16/22 Brown Bag and future meetings. Motion was seconded and adopted.
    b. The Board approved the expenditure of $12.00 for postage from the US Postal Service.

c. The Board approved the expenditure of $166.00 for one year P.O. Box rental for RECOSA.
d. Michael Trainer moved that Kevin Burton be appointed to fill the RECOSA board vacancy created by Dennis Campa's resignation (7/31/22). Motion was seconded and adopted.
e. The consideration of accepting Beth Costello's resignation (8/25/22) was discussed. Per the bylaws, a resignation is accepted when it is received.
f. Recap of 8/19/22 Technology Committee: Becky discussed the (1) organizational structure and (2) discussion of a Proposed Reorganization of the RECOSA board. It was decided that Diana Alcocer would oversee answering phone calls and responding to Gmail inquiries. Kevin Burton would be the online/communication lead person. He would oversee the RECOSA Facebook page and organizing survey results.
g. There was discussion on the City's proposed budget items related to retirees' TMRS, COLA and healthcare premiums and RECOSA's response requesting more favorable consideration for retirees.
h. There was an update report from the Nominating Committee, re: Fall Election for 2023 RECOSA Board. Liz Garcia, Committee Chair gave update.
i. There was discussion of the upcoming meeting of the Board with Human Resources. It is set for September 22, 2022, via WebEx.
j. There was discussion of the Fall Brown Bag/Annual Meeting and appointment of lead for solicitation of donations for door prizes. Date is set for November 18th. Location is still to be determined. Becky will be lead for solicitations for donations with assistance from Sal Garza and, also, Becky requested other board members participate in soliciting for donations or contribute door prizes themselves (except for Diana who already made a major contribution of Spurs tickets for August Brown Bag).

6. Announcements -Next Board meeting - October 4, 2022, at 11:30 a.m.

7. Adjournment – no further business, meeting is adjourned at 1:01 p.m.

David Lopez, Recording Secretary & Diana Alcocer, Board Member

Date Adopted _____

RECOSA CHAIR'S REPORT FOR SEPTEMBER 2022

*Coordinated with Kevin Burton, Martha Sepeda, Stephen Haney, and Liz Garcia to prepare the following email blasts & website postings:

- Important updates re: October 4th Board Meeting & plans for November 18th Brown Bag/Annual Meeting plus Board Election
- Special FY 2023 Budget Edition of Retiree Matters
- Important information re: Aetna Extended Service Area
- Board Changes & upcoming elections
- City Discounts & Offers

*Coordinated with Human Resources staff regarding:

- Confirmed with Renee Frieda, HR Director, that requested Aetna premium adjustments were changed in the budget
- Coordinated with Wanda on contacts for door prizes for Annual Meeting
- Pushed to get new selection of Aetna Healthy Rewards gift cards online
- Worked to finalize the location and date re: Fall Brown Bag/Annual Meeting
- Prepared agenda for joint meeting between RECOSA & HR on 9/22
- Prepared recap of joint meeting with HR on 9/22
- Inquired about confusing renewal letter sent out by Delta Dental
- Prepared Words on RECOSA with Martha Sepeda

*Worked with Joe Gimenez and board members to update banner photos on website

*Worked with Kevin on the website to update the Photo Gallery, to add AARP's newsfeed, and to add tabs for the 2022 Survey and City Discounts and Offers

*Contacted AACOG regarding aging services they offer

*Coordinated with Stephen about how to organize survey results regarding benefits for follow up by Hr=R

*Prepared agenda and topics for Fall Brown Bag/Annual Meeting to be held 11/18/22 at Pre-K East

9.30.22

Financial Report for September 1 thru September 30, 2022
RECOSA October 4, 2022 Board of Directors Zoom Meeting

Savings Account Balance as of September 1, 2022					
Savings Account Balance as of September 1, 2022				**$15,933.95**	
	Deposit				
9/30/22	Dividend		$4.04		
Savings Account Balance as of September 30, 2022					**$15,937.99**
Checking Account Balance Available as of September 1, 2022					
Beginning Balance as of September 1. 2022				**$2,912.60**	
	Deposits				
9/6/22	Donation check from Mary Alice Ramirez		$40.00		
9/28/22	Donation check from Yolanda Ledesma		$50.00		
9/29/22	From George Whitfield		$25.00		
		Total Checking Account Deposits for September		**$115.00**	
	Subtotal			**$3,027.60**	
	Disbursements				
9/13/22	To G3 Public Relations-Website-Ck #1003		$200.00		
		Total Disbursements for September	**$200.00**	**$200.00**	
Ending Balance-Checking Account as of September 30, 2022				**$2,827.60**	**$2,827.60**
Ending Balance for all accounts as of September 30, 2022					**$18,765.59**

Corresponding Secretary Report
August 2022

COSA Retirees (separations) for July 2022 from HR

14- Separations from COSA
9- Retirees requested information on RECOSA (highlighted in yellow)
6 - Welcome Letters sent via email
3 – Welcome Letter sent via regular mail

First name	Last name	Department	Years of Service
Daniel	Valdez	Police	20
Gilberto	Morin	Parks And Recreation	18
Adelita	Rivas-Franco	Police	22
Esther	Villanueva	Convention Facilities	20
James	Noggle	Itsd	20
Juan	Gonzales	Development Services	32
Jacob	Cuellar	Development Services	18
Eric	Fubara	Aviation	11
Efrain	Ramirez	Solid Waste Management	29
Debra	Diaz	Department Of Human Services	18
David	Garcia	Development Services	20
Dexter	Katzman	Library	13
Treise	McDaniel	Police	30
Carlos	Perez	Fire and EMS	16

Info.RECOSA@gmail.com

The following members have asked to join the October 4th Board meeting

Ann Flores - agflores7286@gmail.com
Martha Sepeda - mgsepeda715@yahoo.com
Joy Kusek - fitgrandmaof6@yahoo.com
Randy Stille - randy.stille@yahoo.com
David Chumchal - davidchumchal@gmail.com

Corresponded with:

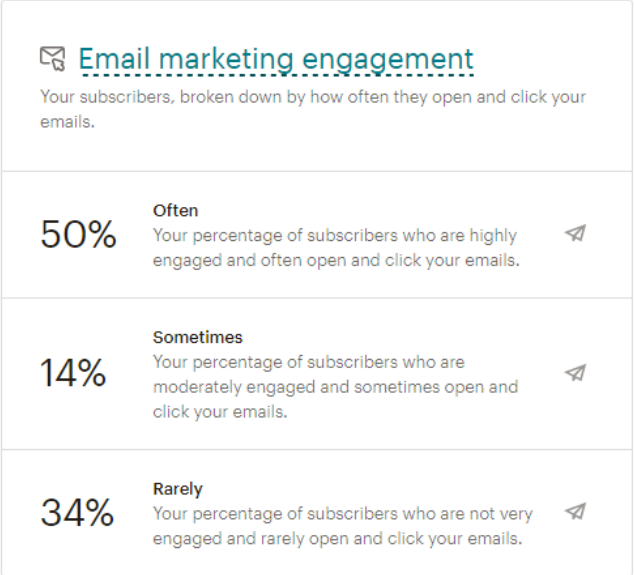
Phillip Mayhill – Medical providers refusing to see him with Aetna
Christine Wu – Updated email address
Jayne Neal – Questions regarding Aetna's Extended Service Area
Alma Cunningham – Questions regarding attending COSA's Employee Appreciation event
Noemi Prada – Offered gift card for Annual Meeting
Rhonda Davila – Question on how to prove she's a retired COSA employee
Peter Rodriquez – Change in email address

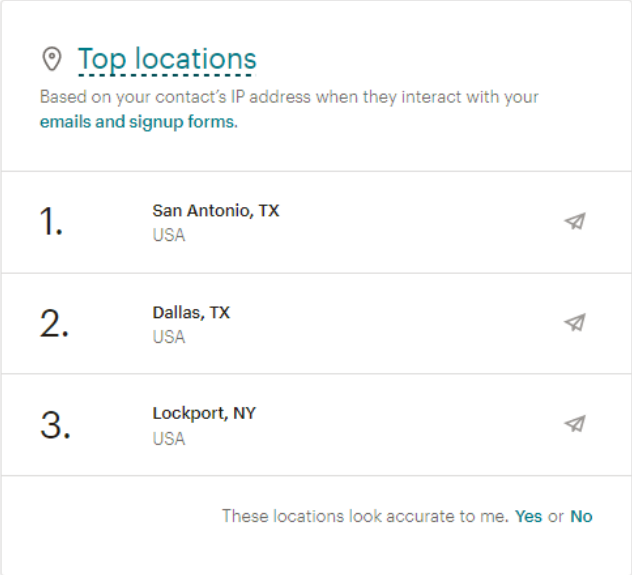
MailChimp

Member Status as of 9/1/20222

- New members were added: **6**
- Total Subscribers (members with current email addresses): **1,049**
- Unsubscribes: (members who have chosen to no longer receive emails from RECOSA) **67**
  Unsubscribed in September. A confirmation email was sent to:
  - Dorelia Lopez - dorelia.lopez@yahoo.com
  - Vitra Denise Frederick - denise4925@gmail.com
- Cleaned (members whose email addresses are no longer valid): **159**
  - Email addresses no longer valid for September
    - Jonathan Kaplan – jkaplan@texas.net
    - Ruth Murphy – murphytells@aol.com
    - Leonardo Piccone – lenny440@aol.com
    - Mary Gonzales – 1steelmagnolia@att.net
    - Jane Baker – janebeck1@aol.com
  - Letters have been mailed to all five requesting they provide us with updated information for records.

Interesting statistics on what percent of our members look at our email campaigns





Technology Report:

Joe Gimenez updated the banner on the website. Kevin has been making updates to the website as well. Thanks to them both.

Online Communications/Special Projects Report

October 4, 2022 RECOSA Board Meeting

Prepared By: Kevin Burton, Board Member

Web & Facebook Posts, & Email Campaigns *(email campaign data as of 10/02/2022)*

1. 09/30/2022 – City Discounts & Offers for Retirees *(web, email)*

Recipients	Opened		Clicked		Bounced	Unsubscribed
1,051	495	47.4%	61	5.8%	7	0

2. 09/27/2022 – Important RECOSA Updates for September 27, 2022 *(web, facebook, email)*

Recipients	Opened		Clicked		Bounced	Unsubscribed
1,052	547	52.3%	41	3.9%	7	0

3. 09/20/2022 – Special FY2023 Budget Edition Retiree Matters Newsletter NOW AVAILABLE! *(web, email)*

Recipients	Opened		Clicked		Bounced	Unsubscribed
1,052	560	53.7%	108	10.4%	9	0

4. 09/09/2022 – Important Information for Aetna Medicare Retirees: Extended Service Area & What to Do if Your Doctor Refuses Aetna Coverage *(web, facebook, email)*

Recipients	Opened		Clicked		Bounced	Unsubscribed
1,050	503	48.3%	45	4.3%	8	1

5. 09/06/2022 – Board Changes and Upcoming Elections *(web, email)*

Recipients	Opened		Clicked		Bounced	Unsubscribed
1,051	450	43.1%	0	0%	6	0

6. 09/04/2022 – August 16, 2022 Brown Bag Session Presentations *(facebook)*
7. 09/04/2022 – Consider Donating to RECOSA *(facebook)*
8. 09/04/2022 – September RECOSA Board Meeting *(facebook)*
9. 09/01/2022 – September RECOSA Board Meeting on Zoom *(web)*

Website

1. Updated City Contact List for COSA Retirees page
2. Updated 2022 Board Members page to remove Dennis Campa and add Kevin Burton
    a. Still need photo and bio for Diana Alcoser
3. Added Issue 54 September 2022 Special Budget Edition issue to "Retiree Matters" Newsletters page
4. Created "August 16, 2022 Brown Bag Session" Photo Gallery, uploaded and captioned photos

5. Created "City Discounts & Offers for Retirees" menu item and web page and populated with various links
6. Cleaned up older Photo Galleries, captioned additional photos, removed duplicates, created separate Photo Galleries by event:
    a. November 15, 2019 Annual Meeting
    b. November 9, 2017 Annual Meeting
    c. November 12, 2015 Annual Meeting
    d. Archive
7. Added AARP RSS (*Really Simple Syndication*) feeds
8. Increased Calendar from one to four events
9. Moved 2022 Survey to separate menu item
10. Changed Donation page default amount from $100 to $10
11. Added Facebook live chat plugin (*currently disabled*)
12. Joe Gimenez
    a. Reformatted website banner and added August 16, 2022 Brown Bag photos
    b. Updated PHP (*PHP Hypertext Preprocessor*) – important back-end website scripting language

Facebook

1. Nancy Dean added Kevin Burton as Administrator of RECOSA page https://www.facebook.com/recosa4u/
2. Updated page name from 'joinrecosa' to 'recosa4u' for consistency among other social media handles
3. Updated About section – description, contact information, other social media
4. Added following to calendar:
    a. September 6, 2022 Board Meeting
    b. October 4, 2022 Board Meeting
    c. November 18, 2022 Annual Meeting & Brown Bag Session

Other

1. Provided additional data points to track for medical insurance costs (*see separate agenda item/document*)
2. Provided comments on proposed TMRS COLA and medical insurance premiums

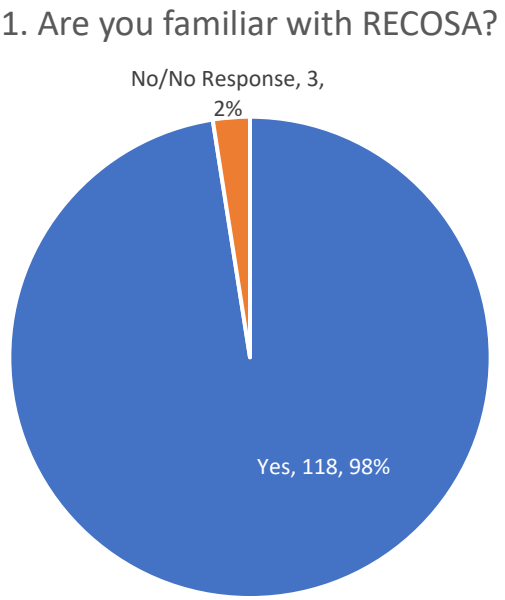
Survey *(as of 10/01/2022)*

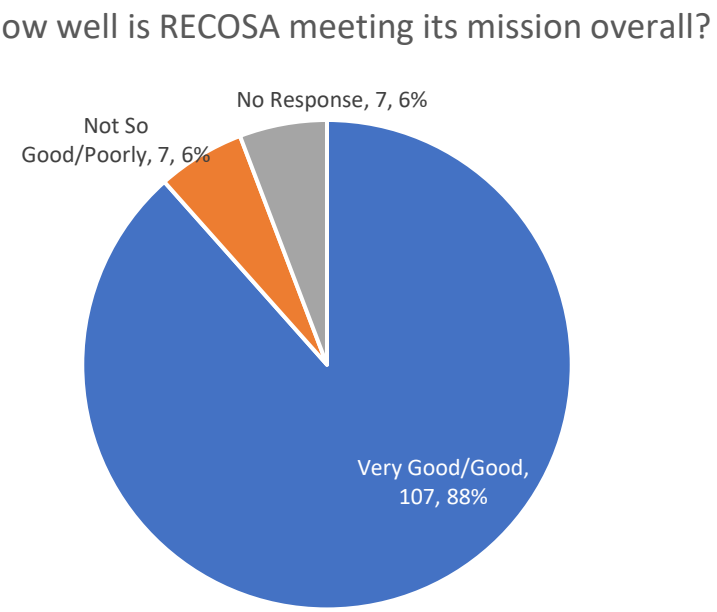
1. 132 total responses – 11 duplicates = 121 unique responses
    a. 11 duplicates

Jose Arias	Lilly Guzman	Carmen Roja
Jorge Campacos	Joseph Kjos	Martha Sepeda
Patricia Ehrler	Jill Metcalfe	
Frank Garcia (2)	Norma Rodriguez	

b. 97 contact information/24 no contact information

2. Summary

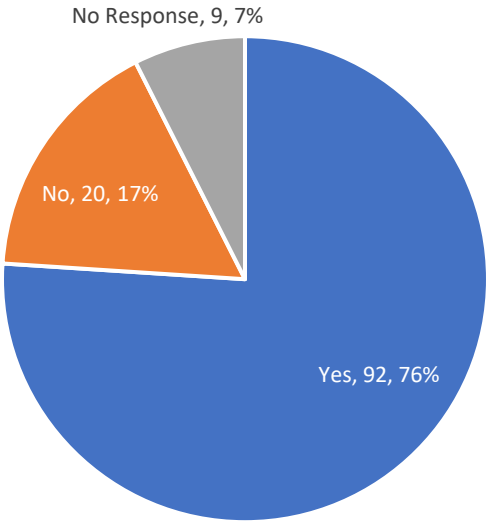




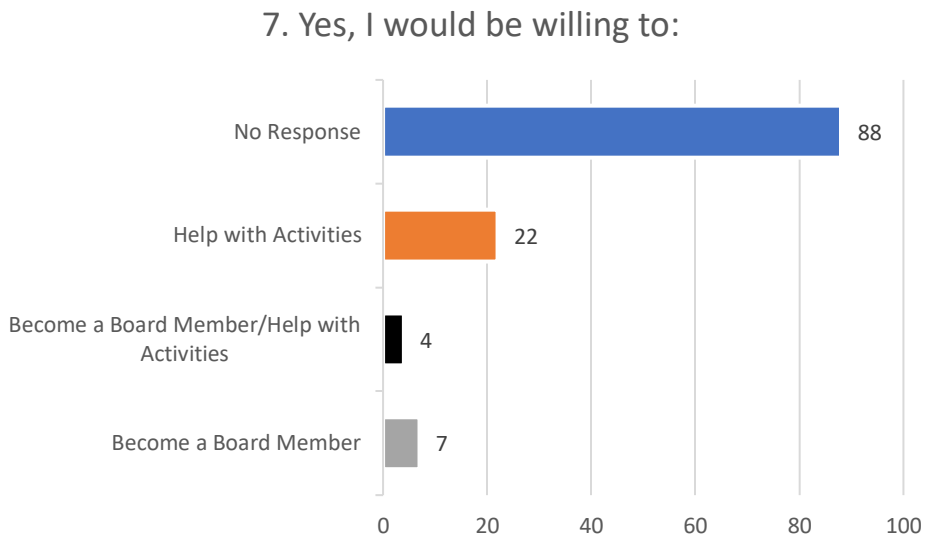
2a. Explain your response			
Answered		70	58%
No Response		51	42%
	Total	121	

3. Do you have any comments/suggestions you would like to share concerning your City of San Antonio retiree benefits (TMRS, health plan options/costs/deductibles, prescription coverage)?		
Answered	52	43%
No Response	69	57%
Total	121	
4. The City of San Antonio sponsors various quality of life activities for retirees such as Brown Bag Sessions, Open Enrollment Sessions, and the Retiree Matters Newsletter. Would you like to offer any comments or suggestions on any other activities for retirees?		
Answered	60	50%
No Response	61	50%
Total	121	
5. Brown Bag topics in the past have included wellness and financial topics, retiree benefits, budget issues, etc. Please let us know if there are any other topics you would like to see presented or any other Brown Bag suggestions you may have.		
Answered	35	29%
No Response	86	71%
Total	121	

6. Are you willing to attend online sessions?



6a. Any comments regarding online Brown Bag Sessions?		
Answered	29	24%
No Response	92	76%
Total	121	



Provided contact information		
Yes	98	81%
No	23	19%
Total	121	

3. Detailed Results *(see separate attachment)*

SUGGESTED DATA POINTS FOR DISCUSSION

I requested that Kevin suggest what data points we should be tracking going forward. After reviewing the Gallagher report, here are his comments/requests:

1. I don't think we (RECOSA) should be concerned at this point about specific condition and drug costs. From what I understood of our conversation is that we want to be able to better analyze costs at an aggregate level. If that's the case, I don't see how the condition and drug cost data in the Gallagher report furthers this goal, and for our analysis probably complicates the issue. They can still provide the information in these reports, but I don't think we can or should use it in our analysis.

2. Though the Gallagher report does provide "enrollee numbers" for each plan, years of service, enrollee type, etc., it's important that we get the proposed numbers that HR/Finance will use during the proposed budget process, at the time they receive them, so that we can conduct our analysis on what they're proposing annually for retiree premiums.

3. In addition to each "enrollee number", it would be beneficial to get the following aggregate/gross medical claim data that would typically be on an EOB. Just to be clear, ideally, they'd provide all of these amounts below for each plan, years of service, enrollee type, etc. that they provide enrollee numbers for:
    a. billed amount
    b. discount and reduction
    c. amount covered (allowed)
    d. health plan responsibility
    e. deductible amount
    f. copay amount
    g. coinsurance
    h. amount not covered
    i. total enrollee cost

4. If you want to track and analyze pharmacy, vision and dental as well, then I'd suggest having all of the information above provided as well.

5. Finally, if you want to track/analyze administrative costs and how those costs affect everything, then we'd probably need to get a breakdown of the following or similar that apparently HR gave Charlie Pruski back in 2017 (some of the line items may be moot now, and there may be other new line items that we don't know about). I'm not even sure what some of these line items are:

Health Insurance Costs	**Aggregate Premium Cost + Retiree**	**Total Cost Applied Retiree Group**	**%**	
FY Estimated Claims	$	$	%	
Consultant	$	$	%	Gallagher
Other Admin				
EB Operational Exp	$	$	%	Employee Benefits Staff, etc.
PCORI Fee	$	$	%	Patient Centered Outcomes Research Institute Fee
Transitional Fee	$	$	%	Required by Affordable Care Act
TPA Admin Exp	$	$	%	Third Party Administrator Expenses
TPA Shared Sav Fee	$	$	%	Bonus Given to TPA for Health Care Savings
Funding Offsets	$	$	%	Possibly funds recovered through subrogation
Tot. Ins. Cost/Retiree	$	$	100%	

Detailed Survey Results

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Very good, Good	They helped with getting insurance coverage some how it did not start when it was suppose to start but they helped me get coverage.	Frank	Garcia	frank35472@yahoo.com	210-789-7161
Very good	The organization keeps me posted via email on scheduled events and important subjects such as retiree benefits.	Roque	Aceves	raceves@satx.rr.com	210-422-9813
Very good	It is reaching out to recent COSA retirees for membership in RECOSA. The board involves itself in issues related to the retirees.	Diana	Alcocer	diana75mouse@gmail.com	210-394-0597
Very good	Current & future events & information	Fernando	Arellano	farellanojrjr@hotmail.com	
Very good	The board keeps members informed and works for the good of the members.	Jennifer	Ayala	jenayala@gmail.com	
Very good	You keep my well informed of the changes, new information and actions that need to be taken. I am very pleased. receiving all the e-mails keeps me informed.	Jorge	Campacos	gcgrandfunkrocks@gmail.com	210-436-8345
Very good	Clear and to the point information	Raymond	Castro	raymond.castro@me.com	210-445-1290
Very good	You keep members informed of what is happening within the city also you have meetings that explain different parts of city functions and what is going on with Aetna and how it works for its members.	Kathryn	Claspill	krcl6127@yahoo.com	210-863-1285
Very good	I have been a member of RECOSA since it began, and am very happy with the contributions and support it has given me, especially Mike Trainer and his role in helping with our Health Insurance benefits.	Carmen	Ernst	rickrernst@gmail.com	830-581-8197
Very good	I think that the city of San Antonio has always kept the city's retirees employees well informed about our future benefits and well being.	Celso	Flores	flores28622@yahoo.com	

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Very good	Especially good in negotiating valuable health benefits at reasonable costs to retirees.	Nancy	Gandara	nancy.gandara@sbcglobal.net	210-954-6726
Very good	I notice a greater interest in stewarding the issues with COSA HR, insurance issues and overall openess to assist retired employees with pending concerns.	Salvador	Garza	sgarza.tx@gmail.com	210-391-3108
Very good	Important information made available. Always have good updates.	Lilly	Guzman	lilguz@hotmail.com	210-386-9338
Very good	Good rapport with city	Jesse	Hernandez	jesse_kyla@hotmail.com	210-260-0009
Very good	Started attending meetings when first established, then started working again, but have tried to keep informed on issues affecting retirees. I have been happy to see many positive outcomes from the organization!	Yolanda	Ledesma	ledyolanda@gmail.com	210-218-3335
Very good	DL - Testing	David	Lopez	ux6710@aol.com	210-867-2375
Very good	Easy to understand and follow.	Elida	Lopez	elidalopez4444@yahoo.com	210-445-7893
Very good	Important issues are discussed.	Elva	Lopez	safireman115@yahoo.com	210-289-6329
Very good	Too new of a retiree and member of the group to offer much feedback.	Juanita	Mack	titacara01@yahoo.com	210-846-7331
Very good	Our health and benefit plans are exceptional.	Patricia	Mota	patriciamota46@yahoo.com	210-781-3570
Very good	I get great timely information.	George	Ponce	gpon8471@hotmail.com	210-287-1801
Very good	I appreciate being kept informed of City Council action and its impact to retirees.	Norma	Rodriguez	normarodrig@sbcglobal.net	210-287-1114
Very good	Keep retirees informed of upcoming issues, communicate with HR, provide feedback, invite retirees to attend board meetings.	Rosa	Sanchez	srosa996@aol.com	210-363-0109
Very good	Keeping retirees well informed. Including good topics of interest when regular meetings were held (pre Covid).	Deborah	Vasquez	raulv52@yahoo.com	210-860-9302

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Very good	The org has been astute in the preservation of retiree benefits and diligent in communicating with members.	Berti	Vaughan	bertiva@yahoo.com	210-887-5740
Very good	Excellent board!	Becky	Waldman	rpwaldman@yahoo.com	210-632-2853
Very good	It seems to me that RECOSA is dogged in ensuring that the retiree health plans are not only as inexpensive as possible, but of a high quality. I also believe that the RECOSA administration is composed of members who have influence with the current COSA administration and so are excellent advocates for the retirees.				
Very good	Great information given.				
Very good	As former board member and one who has in the past served on committees I am kept informed by reading the minutes etc.				
Very good	Voice of retirees				
Very good	Good information for all in one meeting. Do not have to depend on friends interpretations.				
Very good	The communication with retirees is continuous.				
Poorly	Insufficient information regarding advocacy or attempts at advocacy for cost of living increases for retirees.				
Not so good	Dental form requires SSN number, this is risk.	John	Berlanga	berlangaj@gmail.com	210-709-5549

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Not so good	I believe the chief responsibility for RECOSA ought to be maximizing retiree COLAs and reducing benefit costs while maximizing benefits offered. The other activities RECOSA engages in I believe should be secondary to this. There's only so much the organization can do to effectively advocate on the behalf of retirees with very little resources (i.e. dues). Although RECOSA can't organize retirees to bargain collectively, I believe it could more actively engage the City in discussions over these areas year round. More resources could help with this, including engaging professional benefits consultants and negotiators. Of course though, with the assessment of dues comes much more responsibility to produce results on the behalf of retirees.	Kevin	Burton	kevin.burton@sbcglobal.net	210-823-5900
Not so good	One of my coworker who retired 15 years ago, did not know about RECOSA until I told her about it.	Yolette	Davis	yoldavis@swbell.net	210-215-4285
Not so good	We receive too small COLA and doesn't keep up with high inflation. With high inflation we deserve a larger COLA for 2023.	Patricia	Ehrler	patriciaehrler46@gmail.com	210-310-6395
Not so good	I am recently retired and I think it would be very valuable to provide more detailed information about how RECOSA functions and the responsibilities of same. There are a lot of unanswered questions that make retirement difficult to maneuver.	Barbarann	McCormick	bmccormick@satx.rr.com	210-393-4532

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Not so good	1% pension increase is insulting; tell the city manager next time to see him.				
Good, Very good	Would like access the minutes for each meeting for my records. Since I am not able to attend due to disability.	Jose "Joe"	Arias	ja94430@ att.net	210-860-7376
Good, Not so good	Haven't been able to get to a personal meeting due to the meetings so far not being done in person.	Gonzalo	Garcia	gman88.gg@gmail.com	210-683-0840
Good	I do not have access to on line sessions at this time. Just retired so I have not had time to see how RECOSA works.	Rita	Aguilar	wingnut12350@yahoo.com	210-789-0699
Good	Board stays active and engaging with city council.	Lewis	Andrews	lewisandrews49@gmail.com	210-416-9408
Good	For those of us retirees that want to come back and work for the city should be made as a first choice applicant since we still know the processes of how to complete the job duties.	Marco	Antopia	marcoantopia@aol.com	210-931-6229
Good	Provides good info in the news letters and emails. If it wasn't for that I would not get any information other than the yearly insurance booklets. Am I missing something?	Darryl	Baethge	darbaethge@gvec.net	830-401-1988
Good	I'm not sure what the exact mission is.	Charlotte	Balusek	cbalusek1@satx.rr.com	830-714-5247
Good	Access	Dave	Bernal	parkerwhobaby@yahoo.com	210-473-2844
Good	The information that is provided is it very helpful.	Jose	Cortez	joe824944@gmail.com	
Good	RECOSA sends email alerts regarding upcoming meetings, Brown Bag sessions, etc.	Glen	Davis	glend3@prodigy.net	210-723-8799
Good	Help those with internet skills get vital information concerning retiree benefits.	Olga	Espinosa	ogfergie@sbcglobal.net	210-274-9082

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Good	I was absent from the City of San Antonio from 2010-16 during which time I appreciated RECOSA communications. I cannot travel freeway distances these days and wish I could attend both brownbag and board meetings.	Sally	Farris	s.farris@att.net	219-313-7028
Good	I am somewhat familiar with RECOSA. I have seen a few emails sent to me over the years regarding brown bag meetings, member election meetings and open enrollment and maybe other emails. Even though I am retired I stay very busy and I have not taken the time to really think about what other things RECOSA could do that would benefit retirees. I would like to send a shout out (Hello) to a RECOSA member whom I respect very highly. His name is Stephen W. Haney. Please send him my regards and well wishes to him and his family.	Calletano	Gaitan	nuno14@outlook.com	210-274-7799
Good	I don't think some of the healthcare and retiree benefits gets communicated to us.	Lisa	Guadiano	lguadiano45@gmail.com	210-789-7896
Good	I have only attended once and what I heard was informative.	Debra	Hill	debrar73@outlook.com	210-544-4846
Good	Retirees don't mean anything to the city but a pain in their rear ends. No representation on council. We are thrown to the curb.	Joseph	Kjos	joseph.kjos@att.net	
Good	I just signed up, so am not familiar with the activities yest. Offering information to retirees in time and explicit.	Jill	Metcalfe	metcalfe55@yahoo.com.mx metcalfejill55@gmail.com	210-987-7611

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Good	Getting downtown for meetings (once they are no longer online) is hard. Have you considered having meetings around the city, maybe at libraries?	Jayne	Neal	jfn@att.net	
Good	I don't know	Maria	Ramirez-Herrera	mariaerh7@gmail.com	210-663-3005
Good	Have not attended any meetings.	Cheryl	Richards	cr97244@gmail.com	210-978-6271
Good	RECOSA should newsletters to all RECOSA employees about future meetings. RECOSA should consider having virtual meetings on zoom while conducting inperson meetings at Mission Public Library. Some retirees can't make it out there in the south side. This way you can reach both ca inperson, and virtual/zoom meetings people.	Carmen	Roja	dulcesmile08@yahoo.com	210-218-2484
Good	I think they do a good job.	Daniel	Stanford	booboodan@gmail.com	210-412-8683
Good	Timely reports	David	Villanueva	davidmmvillanueva@yahoo.com	210-643-4190
Good	Not much to evaluate at this time, due to newly retired.	Rich	Walker	afullquiver12@gmail.com	210-426-4462
Good	Increasing timeliness would improve delivery of information.				
Good	thankx!				
Good	Need better dental, vision and hearing coverage. We are all old and I would venture to say, 100% of us deal with these three issues. $1,200 for dental goes nowhere in 2022. This has not changed in years and dental/medical costs have skyrocketed.				

2. How well is RECOSA meeting its mission overall? Please explain your response:

Respnse	Comment	First Name	Last Name	Email Address	Phone Number
Good	As a new retiree, I'm still learning about RECOSA.The e-mails have helped. Covid-19 has hampered in-person meetings. I understand we could not meet. Are these called Brown Bag Sessions? I prefer in-person meetings because it's hands on. I'm not too savvy with computer meetings.				
	RECOSA serves as an effective advocate for retiree benefits.	Dennis	Campa	dcampa0329@gmail.com	210-362-4367
	Can't answer because I've never seen the mission statement.	Marisela	Vasquez	mvas43@yahoo.com	210-287-0995

3. Do you have any comments/suggestions concerning your retiree benefits?

Comment	First Name	Last Name	Email Address	Phone Number
My COSA benefits provide me with what I need to enjoy my retirement. Both the City Human Resources Department and the RECOSA staff keep me posted on what's important. That is very much appreciated!	Roque	Aceves	raceves@satx.rr.com	210-422-9813
Just retired so I have not had enough time to review	Rita	Aguilar	wingnut12350@yahoo.com	210-789-0699
Some of the specialists I have had are now leaving the Aetna Medicare network. I went online for suggestions and when I called several doctors, their staff confirmed they didn't accept Aetna Medicare. Please ensure that the directory listings are accurate.	Diana	Alcocer	diana75mouse@gmail.com	210-394-0597
The aetna insurance is a great value . Hopefully a cola will be in the near future.	Lewis	Andrews	lewisandrews49@gmail.com	210-416-9408
Yes, since retirement insurance has become expensive that makes you drop the insurance because of the high price. Find another source to help retirees keep a affordable health insurance.	Marco	Antopia	marcoantopia@aol.com	210-931-6229
I am a dissatisfied with Aetna Medicare Insurance. I wish we had United Health health Insurance due to its customer service and better benefits coverage. I also extremely disappointed with our Dental Insurance, its one of the worse plans, and rated low by providers. I would like for SA human resources allow information of their point if contact regarding retirees and maybe set up an meeting to ask questions.	Jose "Joe"	Arias	ja94430@ att.net	210-860-7376
It's unfortunate that our plan with Aetna doesn't include any coverage for dental or hearing aids	Diane	Backhus	dianebackhus@gmail.com	
Inflation has hit everyone particularly hard...but more so in retirees. Please keep that in mind when pricing out health plans, costs, deductibles and prescription coverage.	Charlotte	Balusek	cbalusek1@satx.rr.com	830-714-5247
Is their a life insurance plan we qualify, can you send me information on health/drug plan?	John	Berlanga	berlangaj@gmail.com	210-709-5549
More dental options	Dave	Bernal	parkerwhobaby@yahoo.com	210-473-2844

3. Do you have any comments/suggestions concerning your retiree benefits?

Comment	First Name	Last Name	Email Address	Phone Number
Too many people with pieces of information. Retirement is complicated and having one or two people you could count on to get accurate information and results would be great.	Deborah	Brantley	dieter7499@hotmail.com	
I'm against any arbitrary cost-share percentage the City feels retirees should bear. The City is in a better position financially to fund retiree benefits than are retirees.	Kevin	Burton	kevin.burton@sbcglobal.net	210-823-5900
Keep the premiums as low as possible and the cost of living increases as high as possible.	Jorge	Campacos	gcgrandfunkrocks@gmail.com	210-436-8345
The benefits for retirees continue to be excellent.	David	Casas	dcasas@satx.rr.com	210-316-9732
Concerns about our health plan costs/deductible and prescription coverage.	Kathryn	Claspill	krcl6127@yahoo.com	210-863-1285
Can COSA offer better health plans options to retirees?	Jose	Cortez	joe824944@gmail.com	
Have a contact person for COSA retirees who can answer questions regarding retirees transitioning to a Medicare plan, dependent/spousal eligibility, etc. The representatives for the various insurance plans don't seem to be familiar with COSA-specific eligibility policies, or in some cases, have given inaccurate information regarding eligibility.	Glen	Davis	glend3@prodigy.net	210-723-8799
I want more information about medicare coverages and costs.	Yolette	Davis	yoldavis@swbell.net	210-215-4285
I have been very happy and satisfied with my AETNA Medical coverage, the plan, prescriptions, and customer service have been great.	Carmen	Ernst	rickrernst@gmail.com	830-581-8197
Have insurance providers as speakers (medical, vision, dental). We need information concerning our benefits.	Olga	Espinosa	ogfergie@sbcglobal.net	210-274-9082
I have no suggestions, but do note that it is very difficult and repetitively challenging to get Aetna to approve name brand drugs. The particular generic HRT the company wants me to take is manufactured in India without what in my opinion are adequate regulatory and inspection protocols for manufacturers. I have been advised by a former provider that that generics often contain only 30% of the active ingredients. My research indicates sparce and irregular inspection of those plants, a regulatory omission that does not inspire confidence.	Sally	Farris	s.farris@att.net	219-313-7028

3. Do you have any comments/suggestions concerning your retiree benefits?

Comment	First Name	Last Name	Email Address	Phone Number
I hope the City's end results will make life better for all.	Celso	Flores	flores28622@yahoo.com	
When I reached out to HR about the retiree dental options I was mailed like a 15 page document, but not the information that I asked for. I am hoping the change to Humana Dental will be an improvement. There is nothing on the retiree benefit page about the 2023 benefits yet. That information should be available now for retiree to review, research, and make the best benefit choices for their families.	Vivian B.	Flores	3214bearsprings@att.net	210-508-4706
Are we retirees getting compensated for working during the height of covid like the employees are getting?	Frank	Garcia	frank35472@yahoo.com	210-789-7161
Every type of benefit information I would like to hear about in person.	Gonzalo	Garcia	gman88.gg@gmail.com	210-683-0840
No social interaction. Picnic at least once a yea. Health care needs to always be considered.	Lilly	Guzman	lilguz@hotmail.com	210-386-9338
The medicare supplement company is poorly run//no phone app/you can only cars their web site with google chrome. I've had nothing but issues as mt portion comes out of TMRS and they don't understand its a the end of the month they keep sending notices of cancelation and over due payment even though the nave noted the fact of when they get paid.	Kurt	Johnson	parrots@swbell.net	210-260-9817
Keep costs down as much as possible	Joseph	Kjos	joseph.kjos@att.net	
DL - Testing	David	Lopez	ux6710@aol.com	210-867-2375
Good benefits!	Rosalie	Manzano	gamrom4@gmail.com	210-845-2475
With the increasing prices on practically everything there needs to be some type of substantial benefits with reduced healthcare fees and a substantial increase in COLA and benefits like cell phone discounts, etc to help manage rising costs.	Barbarann	McCormick	bmccormick@satx.rr.com	210-393-4532

3. Do you have any comments/suggestions concerning your retiree benefits?

Comment	First Name	Last Name	Email Address	Phone Number
Thank you for being our voice on health plan issues and its costs. Keeping us informed of "better living" techniques or opportunities is another plus in being a RECOSA member. I would like to make a suggestion regarding the collective experiences and wisdom of RECOSA members. Why don't we invite/hold/attend a career day at the library or school or other public area where we can transfer knowledge on paths-to-success to teenagers who may not have a clue of choices, planning or places of opportunity. Thank you.	Abel	Menchaca	amnewview@gmail.com	210-827-4044
Great retirement plan. No, it reaches objectives	Jill	Metcalfe	metcalfe55@yahoo.com.mx metcalfejill55@gmail.com	210-987-7611
Our selected health plan is cost manageable.	Patricia	Mota	patriciamota46@yahoo.com	210-781-3570
I like that physical therapy visits are not limited. The time between getting plan info and enrollment in health plan seems pretty short. I'm like everyone else: hope we can keep costs down without giving up benefits or having copays increase. Wish there were more mental health providers.	Jayne	Neal	jfn@att.net	
Tape meetings. Currently meetings are held when I am unavailable.	Mary	Ortiz	mo01568@outlook.com	210-367-0983
No. We are grateful that RECOSA keeps us updated. RECOSA keeps us updated.	Norma	Rodriguez	normarodrig@sbcglobal.net	210-287-1114
RECOSA should have a webinar about transitioning from regular to medicare insurance. Does the employee get notified about this transition? Currently, I am 63 yrs. and have consumer choice medical insurance, once I am 64 yrs. and 9 months, may I apply for medicare and change my current medical insurance to a medicare medical insurance?	Carmen	Roja	dulcesmile08@yahoo.com	210-218-2484
The medical transition from non-Medicare to Medicare eligible for insurance purposes is still confusing especially if retired pre-65 when retired.	Rosa	Sanchez	srosa996@aol.com	210-363-0109

3. Do you have any comments/suggestions concerning your retiree benefits?

Comment	First Name	Last Name	Email Address	Phone Number
The Aetna plan included incentives to help retirees keep up-to-date with their wellness program with incentives of receiving gift cards. Understanding there is an issue with having enough employees to manage this undertaking - this program did not live up to the messaging. I was told the program did not have anyone in the area to do the in-house program OR telephone interview. Why call me or ask me to call if that was the case. Sounded like a great program if it worked.	Brenda	Square	bjsinsat@swbell.net	210-288-9135
I would love for there to be information regarding navigating Medicare and getting the city Medicare advantage plan.	Daniel	Stanford	booboodan@gmail.com	210-412-8683
The process for retiring should be reviewed. I had problems and people who have retired afterwards have been asking me questions. That's not a good sign. I was not happy to find out that my monthly pension would remain the same and never be adjusted for inflation. It wouldn't have changed my mind but at least I would've been aware. Finding out months later was disappointing to say the least. Even my social security check went up $100 due to inflation. I am completely satisfied with my health plan but a little worried what next year will bring. Especially when my pension will remain the same. When I was in the process of retiring, I wasn't even told about RECOSA. Maybe another survey about the separation process would be helpful. A customer satisfaction survey a month after separation would give HR a better understanding of how well they are preforming.	Marisela	Vasquez	mvas43@yahoo.com	210-287-0995
Formulary lists need boosting. COSA needs to add resources to health care options as Medicare gets aggressive in providing less.	Berti	Vaughan	bertiva@yahoo.com	210-887-5740
Dental coverage as part of full health care would be good; as oppose to having buy separate coverage.	Alicia	Vela	aliciavela@yahoo.com	210-710-9752
All good	Becky	Waldman	rpwaldman@yahoo.com	210-632-2853
I like them and am very grateful for them.	Beverly	Wrigglesworth	bjbixler@hotmail.com	210-607-9070

3. Do you have any comments/suggestions concerning your retiree benefits?

Comment	First Name	Last Name	Email Address	Phone Number
Appreciate that health insurance premiums went way down! Aetna is a great company.				
You're doing a great job.				
See above				
Keep continuing to inform us of new updates, changes about retiree benefits. It is helpful.				
I truly hope the City of San Antonio takes our financial situations into consideration; we are now on a "fixed income".			letiew@yahoo.com	

4. Would you like to offer any comments or suggest any other activities for retirees?

Comment	First Name	Last Name	Email Address	Phone Number
I feel these existing activities are excellent, especially the Open Enrollment Sessions and Newsletter.	Roque	Aceves	raceves@satx.rr.com	210-422-9813
I think one in-person session would be great. Due to the continuing pandemic, more than one would not be beneficial to me.	Diana	Alcocer	diana75mouse@gmail.com	210-394-0597
Bring back in person meetings.	Lewis	Andrews	lewisandrews49@gmail.com	210-416-9408
Send zoom invites to personal emails so we can attend.	Marco	Antopia	marcoantopia@aol.com	210-931-6229
Keep it up	Fernando	Arellano	farellanojrjr@hotmail.com	
A yearly social event. I wish we had several socials during the year.	Jose "Joe"	Arias	ja94430@ att.net	210-860-7376
Enjoy the newsletter and appreciate Open Enrollment Sessions. Don't know if this is too	Charlotte	Balusek	cbalusek1@satx.rr.com	830-714-5247
I don't see well enough to drive. Do you provide transportation to Senior Centers or Meetings.	John	Berlanga	berlangaj@gmail.com	210-709-5549
Web site for retirees specifically.	Dave	Bernal	parkerwhobaby@yahoo.com	210-473-2844
I'd love some social opportunities.	Deborah	Brantley	dieter7499@hotmail.com	
I know these activities are more important to older retirees, but younger retirees would appreciate more substantive, in-depth seminars and activities.	Kevin	Burton	kevin.burton@sbcglobal.net	210-823-5900
Tours of the Zoo and major city projects.	Dennis	Campa	dcampa0329@gmail.com	210-362-4367
I am ok with what's been offered.	Jorge	Campacos	gcgrandfunkrocks@gmail.com	210-436-8345
While I don't always attend, I find them to be excellent and a good resource for many retirees.	David	Casas	dcasas@satx.rr.com	210-316-9732
Consider allowing retirees to bundle phone / gym membership as COSA employee discounts.	Raymond	Castro	raymond.castro@me.com	210-445-1290
When I lived in San Antonio I found the Brown Bag Sessions very helpful each year when the budget was presented to the retires at the meetings.	Kathryn	Claspill	krcl6127@yahoo.com	210-863-1285
Social events for mingling, and networking.	Yolette	Davis	yoldavis@swbell.net	210-215-4285
I enjoy all retiree activities and think it's a good idea to upload retiree photos and provide links for health improvement and community gardens for seniors.	Olga	Espinosa	ogfergie@sbcglobal.net	210-274-9082

4. Would you like to offer any comments or suggest any other activities for retirees?

Comment	First Name	Last Name	Email Address	Phone Number
For those of us who still drive, but are cautiously limiting our travels to our well-known neighborhood areas, it would be so nice to have events located in each of the City's four (4) quadrants from time to time. Downtown travel is very distant and challenging for me.	Sally	Farris	s.farris@att.net	219-313-7028
I am working and have not attended these sessions. I would be interested in Open Enrollment this year.	Vivian B.	Flores	3214bearsprings@att.net	210-508-4706
Great informative sources	Jodi	Galbraith	jodi3453@aol.com	210-279-4892
Unknown any other suggestions at this point due to none in person meetings.	Gonzalo	Garcia	gman88.gg@gmail.com	210-683-0840
A RECOSA volunteer group. To help with special events, activities, annual city functions or temporary processes like inventories, enrollments, etc. Maybe to fill in temporarily vacant positions.	Sandra	Gonzalez	sandragonzalez1959@yahoo.com	210-685-3283
Picnics. Picnic for families. Everyone responsible for feeding their family	Lilly	Guzman	lilguz@hotmail.com	210-386-9338
City only doing enough to satisfy the retirees and no more.	Joseph	Kjos	joseph.kjos@att.net	
Would be nice to have some kind of annual or twice a year gathering, however with the pandemic still active, will be difficult and unwise to hold these for some time.	Yolanda	Ledesma	ledyolanda@gmail.com	210-218-3335
DL - Testing	David	Lopez	ux6710@aol.com	210-867-2375
All these "quality of life" activities are good.	Elva	Lopez	safireman115@yahoo.com	210-289-6329
Retiree activities to do around town.	Juanita	Mack	titacara01@yahoo.com	210-846-7331
Fee-based Retiree Picnic Annually or every other year.	Rosalie	Manzano	gamrom4@gmail.com	210-845-2475
Bowling	Kate	Martin	katemartinmary@gmail.com	210-818-4490
Good idea	Phillip	Mayhall	urhugged@aol.com	210-545-7710
When promoting brown bag lunches provide additional info regarding the agenda to entice participation.	Barbarann	McCormick	bmccormick@satx.rr.com	210-393-4532

4. Would you like to offer any comments or suggest any other activities for retirees?

Comment	First Name	Last Name	Email Address	Phone Number
As stated in number 3 above, ask retirees for show of hands on getting involved in the community by being guides to success in young people lives. Also, should we be inviting pre-retirement, active city employees to our meetings? I see so much wisdom not passed on to those not informed or don't know they may benefit from it.	Abel	Menchaca	amnewview@gmail.com	210-827-4044
As I get to know the activities I will be better acquainted with them and have an opinion. I'm new but will after I have received a few times	Jill	Metcalfe	metcalfe55@yahoo.com.mx metcalfejill55@gmail.com	210-987-7611
I wish events were held at locations other than downtown.	Jayne	Neal	jfn@att.net	
Other activities: Would like a social activity (picnic, community center, happy hour) of some kind wherein retirees could talk to one other about concerns or topics that we can focus on. What is good for me, may not be of much concern to another or it could be really important to more than just me.	Etna	Ortega	texasdoorway@yahoo.com	210-844-0718
Senior centers updates and how to use their services.	George	Ponce	gpon8471@hotmail.com	210-287-1801
All three modes of communication are appreciated but is there a group of retirees that may not be familiar with technology to participate in some of the information sessions that may continue to be held via Zoom.	Rosa	Sanchez	srosa996@aol.com	210-363-0109
Hope we can meet in person soon!	Martha	Sepeda	mgsepeda715@yahoo.com	210-240-5415
Keep the newsletter. I think it a great opportunity for retirees to keep in touch with the city. Unfortunately I have been ill and couldn't participate in the brown bag sessions - but it is a great program to be continued.	Brenda	Square	bjsinsat@swbell.net	210-288-9135
Organized walks/hikes	Daniel	Stanford	booboodan@gmail.com	210-412-8683
A session to acquaint retirees with possible volunteer opportunities.	Deborah	Vasquez	raulv52@yahoo.com	210-860-9302
What would be of benefit to me are text notices about meetings, newsletters, emails and general retiree information. I sometimes forget to put an alarm on my phone and miss meetings by a few hours. Are there any volunteer opportunities?	Marisela	Vasquez	mvas43@yahoo.com	210-287-0995

4. Would you like to offer any comments or suggest any other activities for retirees?

Comment	First Name	Last Name	Email Address	Phone Number
I think this is done well. Appreciate the commitment of committees!	Berti	Vaughan	bertiva@yahoo.com	210-887-5740
I have been a retiree for one year and I'm still adjusting to this new life, especially with COVID on the loom. I hope attending open enrollment is easier in order to get all the benefits I need.	Alicia	Vela	aliciavela@yahoo.com	210-710-9752
Keep the informative guest	David	Villanueva	davidmmvillanueva@yahoo.com	210-643-4190
Keep up the good work!	Becky	Waldman	rpwaldman@yahoo.com	210-632-2853
Those are good.	Carol	Warkoczewski	cwarkoczewski@gmail.com	512-914-1201
Product discounts. Events as dancing. Maybe at Commenders house. Once a month.	Carolina	Zapata	czapata@hctc.net	210-422-6381
More exercise and nutrition information				
No. Great all the work you do.				
Perhaps a once a year event in connection with the annual meeting. A picnic at a park or some form of entertainment .				
I live out of the area, so these things are good but not much help to me.				
Will you please include the COSA holiday schedule in the newsletter so that we know when offices are closed.				
How to protest property valuation should be regular pgm.				
Family day with all. Most of us saw many families grow from friends and would like to see them now.				
Sit n mingle activity (similar to an ice breaker activity). Can be scheduled on a meeting date that may have a short agenda. Retirees love to catch up but time is short after each meeting. I believe most retirees would love to mingle and share what they've been doing since retirement. I've found that we don't open up about unresolved/don't know what to do issues (especially medical ones) until someone else does first. That's when we engage in a discussion on ways of addressing it ourselves.				

5. Please let us know if there are any other topics or Brown Bag suggestions you may have

Comment	First Name	Last Name	Email Address	Phone Number
I think a wellness session that includes simple exercises/activities for retirees would be great.	Diana	Alcocer	diana75mouse@gmail.com	210-394-0597
Yes like how can 50 and up be have access to CoSA community Centers so retirees can attend if eligible.	Marco	Antopia	marcoantopia@aol.com	210-931-6229
Benefits explanation on health covetage. Dental coverage explanation. 1) Allowance for Aetna representative to answer questions. 2) Allowance for a TMRS representative to discuss our TMRS financial condition and currennt/future concerns, and political aspects of our pensions. May our current political representative keep us more informed pertaining to our pension. Maybe a written article in our newsletter.	Jose "Joe"	Arias	ja94430@ att.net	210-860-7376
Don't know if this is too specific but cooking and menu planning for individuals. It's hard to find healthy recipes for one or two people and most retirees are single, widowed or widowers.	Charlotte	Balusek	cbalusek1@satx.rr.com	830-714-5247
What about grants to help conserve energy?	John	Berlanga	berlangaj@gmail.com	210-709-5549
Choosing a Medicare provider	Deborah	Brantley	dieter7499@hotmail.com	
The property tax issue is obviously huge. There should be more than just a presentation by the chief appraiser annually. There should be more in-depth information on how to protest and about third-party protest companies. Also, in these difficult financial times, I'm sure some retirees are having an increasingly difficult time making ends meet financially. Real, tangible information and assistance for such retirees would be beneficial. Also, for those willing and able to go back to work to help financially, vigorous reemployment opportunities, perhaps even set-asides, by the City would be beneficial.	Kevin	Burton	kevin.burton@sbcglobal.net	210-823-5900
Long term care, pros, and cons on reverse mortgages, updates from AARP.	Dennis	Campa	dcampa0329@gmail.com	210-362-4367
Medicare and medicare options and costs!!!!!	Yolette	Davis	yoldavis@swbell.net	210-215-4285
Community gardens, speakers on hobbies, volunteer opportunities, give us social media & internet tips, & about food insecurity.	Olga	Espinosa	ogfergie@sbcglobal.net	210-274-9082

5. Please let us know if there are any other topics or Brown Bag suggestions you may have

Comment	First Name	Last Name	Email Address	Phone Number
Digital literacy, mis / disinformation defenses (scams targeting retirees /elderly), trends before the Texas Legislature that impact retirees, options for aging in place or moving to downsized accommodations with some amenities for loss of cognitive functions (i.e., affordability for shelter and self-care as we age). Information about costs and statistical stays in Texas nursing homes and how to budget for such eventualities.	Sally	Farris	s.farris@att.net	219-313-7028
I think a lot of retirees employees will like some king of learning activities such as gardening, crafts and sewing.	Celso	Flores	flores28622@yahoo.com	
Corporate and local business alliances	Salvador	Garza	sgarza.tx@gmail.com	210-391-3108
Use us as a resource in the community to inform, educate and assist. An extension of 311 function.	Sandra	Gonzalez	sandragonzalez1959@yahoo.com	210-685-3283
DL - Testing	David	Lopez	ux6710@aol.com	210-867-2375
Retiree activities to do around town.	Juanita	Mack	titacara01@yahoo.com	210-846-7331
Consider a "Retiree 1-Minute at the Mike" for members at Brown Bag Meetings to share/engage how retirement life is for them.	Rosalie	Manzano	gamrom4@gmail.com	210-845-2475
The hard stuff like making decisions to enter a nursing home or stop driving.	Kate	Martin	katemartinmary@gmail.com	210-818-4490
A meditation class is a plus for well-being and I am surprised it has not been mentioned in any of our meetings.	Abel	Menchaca	amnewview@gmail.com	210-827-4044
Health, nutrition, exercise, books, art. Could cover other things such as museum tours, and artists offering presentations. Visits to parks.	Jill	Metcalfe	metcalfe55@yahoo.com.mx metcalfejill55@gmail.com	210-987-7611
Information on senior centers, locations, programming, etc.	Jayne	Neal	jfn@att.net	
OASIS offerings	Mary	Ortiz	mo01568@outlook.com	210-367-0983
How to make a living will, living trust. Medicare information, how to guard yourself against identity theft.	Carmen	Roja	dulcesmile08@yahoo.com	210-218-2484
If a retiree elects not to go with current Aetna for Medicare benefits, what is the impact to benefits received through COSA?	Rosa	Sanchez	srosa996@aol.com	210-363-0109

5. Please let us know if there are any other topics or Brown Bag suggestions you may have

Comment	First Name	Last Name	Email Address	Phone Number
Safety programs would be great. AARP has great info in their magazine that could be presented via Zoom - i.e. I'm home safety, scams, insurance program, etc.	Brenda	Square	bjsinsat@swbell.net	210-288-9135
Volunteer opportunities	Deborah	Vasquez	raulv52@yahoo.com	210-860-9302
Cost cutting savings such as digital couponing.	Marisela	Vasquez	mvas43@yahoo.com	210-287-0995
Listed topics seem good.	Alicia	Vela	aliciavela@yahoo.com	210-710-9752
Medicare	Carol	Warkoczewski	cwarkoczewski@gmail.com	512-914-1201
Free Recreational opportunities				
Topics relating to on going Legislative issues that impact the membership such as legislation dealing with the future of Social Security, high cost of prescription drugs and the future of Medicare.				
Overcoming boredom and/or isolation.				
Hospice (explain it's definition & how it works in our health insurance, what is paid, covered, etc.)				

6. Are you willing to attend online sessions? Any comments regarding online sessions?

Response	Comment	First Name	Last Name	Email Address	Phone Number
Yes	Please go back to in person meetings.	Lewis	Andrews	lewisandrews49@gmail.com	210-416-9408
Yes	I prefer online due to convenience.	Jose "Joe"	Arias	ja94430@ att.net	210-860-7376
Yes	Younger, more technically-savvy retirees have an easier time meeting virtually or online. Meeting strictly online is probably an impediment for older, less technical retirees, so there needs to be a balance of both in-person and online meetings.	Kevin	Burton	kevin.burton@sbcglobal.net	210-823-5900
Yes	Please keep it short!	Yolette	Davis	yoldavis@swbell.net	210-215-4285
Yes	Safe, reliable and enjoyable for those of us unable to attend in person due to responsibility, health, or lack of transportation.	Olga	Espinosa	ogfergie@sbcglobal.net	210-274-9082
Yes	PLEASE, do have online sessions. I can and will attend zooms, but will not attend in person so long as Covid is an issue.	Sally	Farris	s.farris@att.net	219-313-7028
Yes	I just staring to get more attention to RECOSA. Tks	Celso	Flores	flores28622@yahoo.com	
Yes	I would think it makes it easier to have the meeting on line to make it more convenient instead of having to travel to the meeting site.	Calletano	Gaitan	nuno14@outlook.com	210-274-7799
Yes	Spend more time covering retiree benefits, healthcare and financial topics, etc.	Lisa	Guadiano	lguadiano45@gmail.com	210-789-7896
Yes	Unable at this time due to health conditions.	Lilly	Guzman	lilguz@hotmail.com	210-386-9338
Yes	Online Brown Bag Sessions are convenient. I have one question, if in person sessions were available,would free parking be made available?	Debra	Hill	debrar73@outlook.com	210-544-4846
Yes	I think these are great and will be more successful once we can meet in person again. Great interactive and socializing event.	Yolanda	Ledesma	ledyolanda@gmail.com	210-218-3335
Yes	DL - Testing	David	Lopez	ux6710@aol.com	210-867-2375
Yes	I get the meeting email but don't have the zoom invite to join a meeting online. Can you please email me the instructions on how to join meetings?	Juanita	Mack	titacara01@yahoo.com	210-846-7331
Yes	Great option!	Rosalie	Manzano	gamrom4@gmail.com	210-845-2475

6. Are you willing to attend online sessions? Any comments regarding online sessions?

Response	Comment	First Name	Last Name	Email Address	Phone Number
Yes	They are a source of knowledge and look forward to different topics and the efforts being made that affect our benefits or future. But, I wish some attendees would be more respectful on being quiet while a speaker is giving out information. Some turn it into a social hour and ignore the speaker. Being older doesn't give one the right to do as one pleases.	Abel	Menchaca	amnewview@gmail.com	210-827-4044
Yes	Practical	Jill	Metcalfe	metcalfe55@yahoo.com.mx metcalfejill55@gmail.com	210-987-7611
Yes	Just need to make sure everyone participating in-line does get the access code to participate. This process May still be a little overwhelming for those that don't use computers very often.	Rosa	Sanchez	srosa996@aol.com	210-363-0109
Yes	I'd really like a text reminder the day before and morning of session/meeting.	Marisela	Vasquez	mvas43@yahoo.com	210-287-0995
Yes	I have only been present for one session. It's seems, that there is a conflict in schedule.	Alicia	Vela	aliciavela@yahoo.com	210-710-9752
Yes	Face to face meeting is preferable to me	David	Villanueva	davidmmvillanueva@yahoo.com	210-643-4190
Yes	Better than than nothing	Becky	Waldman	rpwaldman@yahoo.com	210-632-2853
Yes	Prefer on-line				
Yes	Good idea				
No	I don't have access at this time.	Rita	Aguilar	wingnut12350@yahoo.com	210-789-0699
No	I'd rather meet and want to speak in person.	Gonzalo	Garcia	gman88.gg@gmail.com	210-683-0840
No	Need in-person meetings. Covid is here to stay.	Randy	Stille	randy.stille@yahoo.com	210-724-2462
No	Not a fan. Vision issues.				
No	My contact information is still current. No changes.				

7. Yes, I would be willing to:

Comment	First Name	Last Name	Email Address	Phone Number
Become a Board member	Marco	Antopia	marcoantopia@aol.com	210-931-6229
Become a Board member	John	Berlanga	berlangaj@gmail.com	210-709-5549
Become a Board member	Kevin	Burton	kevin.burton@sbcglobal.net	210-823-5900
Become a Board member	Salvador	Garza	sgarza.tx@gmail.com	210-391-3108
Become a Board member	Kate	Martin	katemartinmary@gmail.com	210-818-4490
Become a Board member	Jill	Metcalfe	metcalfe55@yahoo.com.mx metcalfejill55@gmail.com	210-987-7611
Become a Board member	Becky	Waldman	rpwaldman@yahoo.com	210-632-2853
Become a Board member, Help with activities	Diana	Alcocer	diana75mouse@gmail.com	210-394-0597
Become a Board member, Help with activities	Olga	Espinosa	ogfergie@sbcglobal.net	210-274-9082
Become a Board member, Help with activities	Nancy	Gandara	nancy.gandara@sbcglobal.net	210-954-6726
Become a Board member, Help with activities	David	Lopez	ux6710@aol.com	210-867-2375
Help with activities	Randolph	Alston	rndyalston@yahoo.com	210-534-5459
Help with activities	Lewis	Andrews	lewisandrews49@gmail.com	210-416-9408
Help with activities	Deborah	Brantley	dieter7499@hotmail.com	
Help with activities	Dennis	Campa	dcampa0329@gmail.com	210-362-4367
Help with activities	David	Casas	dcasas@satx.rr.com	210-316-9732
Help with activities	Raymond	Castro	raymond.castro@me.com	210-445-1290
Help with activities	Jose	Cortez	joe824944@gmail.com	
Help with activities	Sally	Farris	s.farris@att.net	219-313-7028
Help with activities	Frank	Garcia	frank35472@yahoo.com	210-789-7161
Help with activities	Jose S.	Garza	modorro_69@yahoo.com	210-749-6488
Help with activities	Sandra	Gonzalez	sandragonzalez1959@yahoo.com	210-685-3283
Help with activities	Juanita	Mack	titacara01@yahoo.com	210-846-7331
Help with activities	Rosalie	Manzano	gamrom4@gmail.com	210-845-2475
Help with activities	Abel	Menchaca	amnewview@gmail.com	210-827-4044
Help with activities	George	Ponce	gpon8471@hotmail.com	210-287-1801
Help with activities	Rosa	Sanchez	srosa996@aol.com	210-363-0109
Help with activities	Martha	Sepeda	mgsepeda715@yahoo.com	210-240-5415
Help with activities	Brenda	Square	bjsinsat@swbell.net	210-288-9135
Help with activities	Deborah	Vasquez	raulv52@yahoo.com	210-860-9302
Help with activities	Berti	Vaughan	bertiva@yahoo.com	210-887-5740
Help with activities			dldzgar.dg98@gmail.com	

RECOSA RECAP FROM 9.22.22 MEETING WITH HUMAN RESOURCES

1. Thanked HR and CMO for agreeing to RECOSA's proposal for a one-time adjustment to the proposed budget to eliminate an increase in Aetna premiums for retirees hired before 10.1.2007.
2. HR is updating Retiree Benefits Guide to include premium information for those hired after 10.1.2007.
3. Discussed upcoming insurance contracts and RECOSA participation on RFP evaluation panels. HR explained why RECOSA will have one rep on pre-65 panel and two reps on post-65 panel.
   - RECOSA expressed concerns about extending Aetna contract without negotiating a reasonable premium rate for 2024, the need for Aetna to address shortcomings in customer service, and Aetna's delayed roll out of additional Healthy Rewards gift cards
   - Asst. Director Wanda Heard has assisted RECOSA in reaching out to vendors for donations/gift cards for the fall Brown Bag/Annual Meeting session and has already received some commitments.
4. In response to RECOSA's request to extend CosaPerks to retirees, HR reached out to the Majestic and UTSA football, and both agreed to offer the same discounts to retirees as active employees. RECOSA requested that any other such perks also be made available to retirees and that HR share information RECOSA can promote. HR also asked that RECOSA help promote the need for volunteers to serve on City boards and commissions.
5. HR clarified that there is no City Wellness Center but only a gym for employees in the City Tower. It would be difficult to open the gym to retirees due to legal, badge access, and risk issues. We discussed other exercise options available to retirees such as Parks programs, senior centers, and YMCA discounts.
6. Provided HR with retiree responses to survey regarding suggestions related to City benefits. HR will be reviewing this input and work to better understand the service level being provided and what can be done to enhance it.
7. Discussed agenda and topics for **Fall Brown Bag/Annual Meeting** to be held at **11:30 a.m. on November 18, 2022, at Pre-K East, 5230 Eisenhauer Road**.
8. HR received RECOSA's requests for the 11/18 meeting and HR has agreed to:
   - Provide someone to staff registration desk once program begins
   - Ask Fred Gonzales to attend & take photos
   - Provide supplies for breakout groups - large Post It tablets, easels, and markers. Will need wall space to present what's reported out from groups.
   - Provide RECOSA in advance with a list of retirees who plan to attend to facilitate preparation of sign-in sheets.
   - Provide coffee, cups, condiments, and bottles of water
   - Oversee room setup – tables with chairs for attendees, podium with microphone, screens for PowerPoint presentation, tables for registration, Generations FCU (and any other sponsors who donate over $500), door prizes, coffee & bottles of water, and lunch boxes
   - Prepare final agenda and make copies for meeting

2022 RECOSA BROWN BAG
AND ANNUAL MEETING
ASSIGNMENTS

Nominations – Liz

- Review submittals and develop slate of candidates – Liz, David, Becky
- Prepare slate of candidates*

Financial, Other – Liz/Martha

- Order new board member badges
- Invitation to Rose's sister & flowers
- Financial Report for 2022 *
- Lunch Order
- Coordinate with Generations FCU, re: sponsor table

Registration & Room Setup - Stephen

- Membership roster for sign-in, sign in sheets, and # of volunteers required for registration table?
- *NUMBERS FOR TABLES AND A WAY TO ASSIGN NUMBERS AT REGISTRATION?*
- Table and chair set-up details to HR for Meeting
- At each table – slate of candidates, sharpie & pens, large Post-It board, door prize acknowledgement, topics for group discussion, survey results, Annual/Financial Report, meeting agendas

Volunteers, Supplies, Door Prize Tickets - Diana

- Volunteer Organizer
- Banner, Tape, Tablecloths, Sharpies, door prize tickets & receptacle, name tags, other supplies?
- Certificates of Recognitions for Rose, outgoing board members

Other Assignments

- Handouts and PowerPoint Slide for Survey Results/Table Topics – Kevin
- Donation Acknowledgement Color Flyer – Kevin *

- Meeting Agenda (final preparation & printing of ***one per expected attendee***) – David Whitt (HR)
- Water and Coffee w/ condiments/cups – David Whitt (HR)
- Donation coordinators – Becky & Sal Garza
- Door Prize Distribution – Becky and Sal
- Chair's Annual Report – Becky with input from other board members *

*Print only enough to put one on each table and make available for a PowerPoint slide.

NOTE: Only sponsors that contribute $500 + will have a vendor table however no presentations (Generations FCU)

Follow-up after Annual Meeting

- Personal thank you notes from whoever solicits donations
- Official Donation Letter from RECOSA to donors from Treasurer
- Web Post and E-blast After the Meeting:
  Election Results, Chair's Annual Report, Financial Report, and Donation Acknowledgement flyer

Updated 9.30.22

PROPOSED TOPICS FOR 11.18.22 SMALL GROUPS

Several themes have emerged to survey questions related to interest in “quality of life” activities:

1. Participation in social activities with other retirees
   a. Annual family picnic
   b. “Sit & mingle ice breakers”
   c. Dancing, perhaps monthly at Commander’s House
   d. Walks & hikes
   e. Exercise & Nutrition
   f. Happy hours

2. Participation in volunteer work/community service
   a. Mentors to young people/Career Days
   b. Working special events & functions
   c. Helping City with processes such as inventories, enrollment, etc.
   d. Filling vacant City positions temporarily

3. Additional benefits for retirees/RECOSA Membership recruitment
   a. Discounts for City retirees such as cell phone service, gym memberships like active City employees receive
   b. Other benefits to help attract new retirees to join and actively participate in RECOSA

4. ***Finally, do City retirees want to volunteer to organize these efforts and have RECOSA expand our scope, or should RECOSA maintain a narrower mission and continue to focus on protecting our benefits and keeping retirees informed?***

Updated 9.26.22