

Employee Compensation and Benefits

Civilian Compensation and Benefits

The FY 2020 Proposed Budget includes funding for increases to civilian compensation, including a 3% across the board pay increase for step plan employees and a 3% performance pay pool for midrange, professionals, managers, and executives. The City's \$15 per hour entry wage was fully implemented in FY 2019 and will remain in effect for FY 2020.

Step Pay Plan The FY 2020 Proposed Budget includes a 3% across the board increase for all regular full-time and part-time civilian employees on the Step-Pay Plan, effective October 2019. The 3% increase will impact all steps of the pay-scale, allowing for employees who have reached their maximum step to be eligible for the 3% increase. The 3% across the board increase for all step pay plan employees is in lieu of any step movement in FY 2020. In addition, Airport and Park Police officers will receive a 4% across the board adjustment.

Performance Pay The FY 2020 Proposed Budget includes funding for performance pay for midrange, professionals, managers, and executives as a method to reward strong performance through base salary increases. Employees hired by April 1, 2019 are eligible and increases are based on performance evaluations. A total of 3% of civilian salaries has been allocated for performance pay.

Uniform Employees – Collective Bargaining

| Police Uniform |
|--|
| Collective Bargaining Agreement |
| <ul style="list-style-type: none">• 3% Salary increase• \$100 in additional clothing allowance• 3% Longevity for eligible employees (every 5 years)• 2% Step for eligible employees |

| Fire Uniform |
|--|
| Evergreen |
| <ul style="list-style-type: none">• 3% Longevity for eligible employees (every 5 years)• 2% Step for eligible employees |

Healthcare Benefits

Active Civilian Employees The City continues to offer employees a choice in health plans to best meet their individual needs. The City is self-insured for health benefits, which means the City and employees share all health care costs.

In January 2018, the City introduced the Benefits Value Advisor and Member Rewards programs. These programs help employees select the best quality and value medical services through a concierge service and receive financial rewards for using this program and choosing best value services.

The plan design changes and contribution increases put into place in plan year 2018 were effective in managing costs in the civilian health plans. With continued strategies to increase employee education and support of the Benefits Value Advisor and Member Rewards programs, no plan design changes or employee contribution increases were made in FY 2019. For FY 2020, the city will not increase employee contributions to current plans. Additionally, there are no contribution increases to the civilian dental or vision plans.

For FY 2020, employees will continue to have the option of participating in the Consumer Choice Preferred Provider (PPO) or the New Value PPO. For those in Consumer Choice, the City will provide a \$500 annual contribution (\$1,000 for family) to an eligible employee's Health Savings Account (HSA). The Consumer Choice plan continues to promote consumerism and encourages employees to take a more active role in managing their health care. The Consumer Choice plan will continue to have premiums lower than the New Value PPO plan option.

Blue Essentials HMO In addition to the New Value and Consumer Choice plans, an HMO style Texas network plan option will be introduced in FY 2020 to provide employees with another option for accessing healthcare. Under the Blue Essentials plan, employees will be connected to a smaller group of qualified medical providers with care directed by a primary care provider. The plan design will be similar to the New Value PPO with deductibles and co-pays but with lower monthly contributions. This plan covers only in-network services in a Texas network.

New Plan Enhancements

Travel and Lodging Benefits Beginning in FY 2020, for authorized medical care that requires travel outside of San Antonio, an employee enrolled in a City of San Antonio health plan can receive reimbursement for their travel and lodging up to \$10,000. Many diagnoses, particularly cancer, may require travel outside of the city for specialized care and this plan change will allow employees to receive coverage for those costs through their City health plan.

Diabetes Management Program The City of San Antonio launched Livongo, a Diabetes Management Program through CVS Health on January 1, 2019. This program helps those with diabetes better manage their condition through no-cost access to treatment supplies, face-to-face pharmacist led counseling at CVS locations and coaching from certified diabetes instructors. This program provides assistance to employees to leading healthy and active lifestyles while managing diabetes.

Consumer Medical Blue Cross Blue Shield of Texas has a relationship with a vendor, ConsumerMedical®, that specializes in helping members with decision support, high performing physician identification, and expert medical opinions. ConsumerMedical® has programs to provide support for various health conditions and direct employees towards the best course of treatment.

Applied Behavioral Analysis The City of San Antonio’s current medical plans cover some expenses for Autism Spectrum Disorder but do not cover Applied Behavior Analysis. Applied Behavior Analysis is a type of therapy that focuses on improving specific behaviors and adaptive learning skills and will now be a covered treatment.

FY 2020 Proposed Plans for Active Civilian Employees

| New Value | Proposed Plan - 2020 | |
|---|-----------------------------|-----------------------|
| | In-Network | Out-Network |
| Deductible (Single/Family) | \$1,500 / \$3,000 | \$3,000 / \$6,000 |
| Max Out of Pocket (Single/Family) | \$3,500 / \$7,000 | \$7,000 / \$14,000 |
| Consumer Choice | Proposed Plan - 2020 | |
| | In-Network | Out-Network |
| Deductible (Single/Family) | \$2,000 / \$4,000 | \$4,000 / \$8,000 |
| Max Out of Pocket (Single/Family) | \$4,000 / \$8,000 | \$8,000 / \$16,000 |
| Blue Essentials HMO <i>(New Plan for FY 2020)</i> | Proposed Plan - 2020 | |
| | In-Network | Out-Network |
| Deductible (Single/Family) | \$1,500 / \$3,000 | Not Covered |
| Max Out of Pocket (Single/Family) | \$3,500 / \$7,000 | Not Covered |

FY 2020 Proposed Bi-Weekly Premiums for Active Civilian Employees

| New Value | Proposed Plan - 2020 | |
|------------------------|-----------------------------|-----------|
| | Pre-2009 | Post-2009 |
| Employee Only | \$40 | \$89 |
| Employee + Child (ren) | \$105 | \$208 |
| Employee + Spouse | \$198 | \$331 |
| Employee + Family | \$267 | \$444 |

| Consumer Choice | Proposed Plan - 2020 | |
|------------------------|-----------------------------|-----------|
| | Pre-2009 | Post-2009 |
| Employee Only | \$10 | \$23 |
| Employee + Child (ren) | \$17 | \$37 |
| Employee + Spouse | \$48 | \$105 |
| Employee + Family | \$68 | \$148 |

| Blue Essentials <i>(New Plan for FY 2020)</i> | Proposed Plan - 2020 | |
|---|-----------------------------|-----------|
| | Pre-2009 | Post-2009 |
| Employee Only | \$19 | \$43 |
| Employee + Child(ren) | \$43 | \$89 |
| Employee + Spouse | \$93 | \$173 |
| Employee + Family | \$128 | \$237 |

Uniform Police Employees Uniform Police employees will continue to receive the health benefits that resulted from the mediated settlement agreement between the City of San Antonio and the San Antonio Police Association. There are two plans available to choose from, the Value Plan and the Consumer Directed Health Plan (CDHP).

| Uniform Police Plans | Value Plan | | CDHP | |
|---|-------------------|-------------------|-------------------|-------------------|
| | In-Network | Out-Network | In-Network | Out-Network |
| Deductible (Single/Family) | \$500 / \$1,000 | \$1,500 / \$3,000 | \$3,000 / \$6,000 | \$4,500 / \$9,000 |
| Max Out of Pocket (Single/Family) | \$1,500 / \$3,000 | \$3,000 / \$6,000 | \$3,000 / \$6,000 | \$4,500 / \$9,000 |

Eligible Uniform Police employees participating in the Consumer Directed Health Plan (CDHP) will receive \$1,500 annually as a contribution from the City in their Health Savings Accounts. Like the Civilian Consumer Choice plan, the Uniform CDHP encourages Uniform employees to take an active role in managing their health care. The Uniform CDHP Plan is a high deductible plan, but covers 100% of all participants and their family member premiums.

The Uniform Police Value Plan provides a lower deductible option that also covers 100% of the premiums for each Uniform employee. However, participants are responsible to pay for coverage for their family members.

**2020 Monthly Premiums for
Active Uniform Police Employees**

| Uniform Police | Value Plan | CDHP |
|------------------------|-------------------|-------------|
| Employee Only | \$0 | \$0 |
| Employee + Child(ren) | \$67 | \$0 |
| Employee + Spouse | \$100 | \$0 |
| Employee + Family | \$166 | \$0 |
| Health Savings Account | N/A | \$1,500 |

Firefighter Healthcare Firefighters currently do not pay premiums for themselves or their dependents. The annual deductible is \$250 for an individual or \$500 for a family. The Out-of-Pocket maximum is \$500 for an individual and \$1,500 for families.

Retiree Civilian Benefits The City remains committed to providing health care for retired City employees. Non-Medicare eligible retirees are eligible for the same health care plan options as active civilian employees, including Consumer Choice PPO with a health savings account, New Value PPO, and new for FY 2020, the Blue Essentials HMO plan. There are no increases to non-Medicare retiree monthly premiums in FY 2020. Health care benefits are also provided to Medicare-eligible retirees through a Medicare Advantage plan. The FY 2020 Proposed Budget includes a 1.3% increase for retiree civilian benefits for ad hoc cost of living adjustment.

**2020 Proposed Monthly Premiums for
Pre-65 Retired Employees
(Hired before October 1, 2007)**

| 2020 Retiree Healthcare | | | | |
|--|-------------------------|-----------------------|-----------------------|------------------|
| | 19 or Less Years | 20 to 24 Years | 25 to 29 Years | 30+ Years |
| CDHP | | | | |
| Employee Only | \$201 | \$166 | \$153 | \$139 |
| Employee + 1 | \$389 | \$309 | \$281 | \$261 |
| Employee + 2 | \$544 | \$430 | \$390 | \$362 |
| New Value | | | | |
| Employee Only | \$401 | \$331 | \$306 | \$277 |
| Employee + 1 | \$778 | \$617 | \$561 | \$522 |
| Employee + 2 | \$1,088 | \$860 | \$780 | \$724 |
| Blue Essentials - HMO (New Plan for 2020) | | | | |
| Employee Only | \$261 | \$215 | \$199 | \$180 |
| Employee + 1 | \$506 | \$401 | \$365 | \$339 |
| Employee + 2 | \$707 | \$559 | \$507 | \$471 |

Employer of Choice

The City of San Antonio continues to strive to be an “employer of choice” in our community. One of the tools the City uses to achieve and maintain this status is the availability of a robust benefits offering for employees. The graphic below provides a summary of those offerings.

