



Joining Your Ranks

Congratulations to the following people on their recent retirement!

Esteban Aguirre, 31 yrs. Solid Waste Management	David Garcia, 5 yrs. Building & Equipment Services	Robert Olivares, 16 yrs. Parks & Recreation
Diana Alcocer, 13 yrs. Human Services	Jeanette Garcia, 16 yrs. Transportation & Capital Improvements	Jose Perez, 2 yrs. Solid Waste Management
James Arispe, 18 yrs. Parks & Recreation	Ruben Garcia, 9 yrs. Parks & Recreation	Beverly Richardson, 10 yrs. Police
Viki Ash, 13 yrs. Library	Norma Gomez, 20 yrs. Solid Waste Management	Adrianna Rubio, 20 yrs. Transportation & Capital Improvements
Carlos Banda, 20 yrs. Parks & Recreation	Francisco Gutierrez, 33 yrs. Center City Development & Operations	Eduardo Ruiz, 25 yrs. Parks & Recreation
Charles Barragan, 26 yrs. Parks & Recreation	Stephen Haney, 33 yrs. Solid Waste Management	Maria Salazar, 25 yrs. Building & Equipment Services
Trinidad Becerra, 26 yrs. Parks & Recreation	Joe Manuel Hernandez, 30 yrs. Solid Waste Management	Bennie Sanchez, 24 yrs. Parks & Recreation
Thomas Bibles, 14 yrs. Information Technology Services	Deborah Hosey, 33 yrs. Mayor & Council	Rosa Sanchez, 36 yrs. Human Resources
Yonnie Blanchette, 17 yrs. Convention & Sports Facilities	Randy Houchin, 4 yrs. Transportation & Capital Improvements	Rosalinda Serda, 29 yrs. Finance
Paul Calapa, 11 yrs. Finance	Joe Jones, 13 yrs. Development Services	Maria Serros, 25 yrs. Parks & Recreation
Pedro Castillo, 23 yrs. Building & Equipment Services	Leo Jones, 17 yrs. Police	Billy Steward, 20 yrs. Center City Development & Operations
Rogelio Cavazos, 11 yrs. Transportation & Capital Improvements	Neil Jorgensen, 10 yrs. Municipal Courts	Roger Subirias, 29 yrs. Parks & Recreation
Elizabeth Dalton, 13 yrs. Library	Rudy Lopez, 25 yrs. Police	Betty Torres, 29 yrs. Health
Norma Davis, 16 yrs. Finance	Robert Mancillas, 21 yrs. Transportation & Capital Improvements	Jose Torres, 17 yrs. Convention & Sports Facilities
Jeffery Deel, 20 yrs. Information Technology Services	Helen McMahon, 12 yrs. Finance	Cruz Trevino, 25 yrs. Solid Waste Management
Guadalupe Fabela, 24 yrs. Information Technology Services	Ronald Mercer, 25 yrs. Solid Waste Management	Maria Villalobos, 24 yrs. Neighborhood & Housing Services
Mary Gamez, 20 yrs. Health	Teresa Mora, 25 yrs. Health	
Armando Garcia, 34 yrs. Solid Waste Management	Richard Morales, 13 yrs. Information Technology Services	

In this Issue

Low-Cost Pet Services.....Page 1
Notes From the City Manager.....Page 2
Annual Enrollment.....Page 3
Joining Your RanksPage 4

BROWN BAG

Lunch Series

Please make plans to attend the last Brown Bag session of the year on Friday, November 15 at Mission Library (3134 Roosevelt Ave., 78214) from 11:30 a.m. to 1:30 p.m.!

This session will include a presentation about the differences between urgent care centers and emergency rooms and remarks from City Manager Erik Walsh. As an added bonus, attendees will get their very own Q & A session with the City Manager. So, start thinking of your questions now.

The Retired Employees of the City of San Antonio or RECOSA will hold their annual meeting immediately following the session.

RECOSA will be providing attendees with lunch for this special meeting, and of course, you will still get your healthy snack, water, and coffee, courtesy of the City.

The **Retiree RSVP Line** is open and space is limited, so reserve your seat by leaving a message at **210-207-7000** or emailing **AskHR@sanantonio.gov** by November 13.



Lori Steward

Message from Human Resources Director

Dear City of San Antonio Retirees,

2019 has just flown by, and soon, we will be bracing ourselves for the cooler

temperatures of late fall and turning our calendars to 2020.

This issue of *Retiree Matters* includes important information you need to know before we leave this year, including details about your 2020 COLA, the retiree annual enrollment period (October 7-

November 1), and a chance to hear from City Manager Erik Walsh at RECOSA's Annual Meeting. There is even helpful information for those retirees who have furry family members.

And last, but certainly not least, we want your feedback! We love hearing from you, so if there are specific topics you would like to know about, email us at cosaretirees@sanantonio.gov and your suggestions could end up in this newsletter or as a presentation during a future Brown Bag session.

Low-Cost Pet Services Available!



Caring for a pet throughout their entire lifetime can be costly. So with that in mind, the City of San Antonio's Animal Care Services (ACS) Department offers a variety of low-cost services in support of local pet owners.

Weekly **low-cost vaccination clinics** are held at the shelter every Monday from 2 to 5 p.m. The clinics offer pet owners the opportunity to purchase low-cost shots for their animals as well as get their dog or cat microchipped and licensed as required by City law. For more information, call 210-232-1004.

ACS operates a donation-funded food assistance program called **Pet Pantry** for pet owners who need a little extra help. This assistance is provided with the hope that it will help keep pets with their families.

Low-cost microchipping is available during regular business hours – no appointment needed.

ACS partners with several local **spay/neuter** clinics to offer low cost (and often free) pet sterilization opportunities for area dog and cat owners.

Call ACS at 210-207-4PET (4738) for additional details about any of these services.



2020 Cost-of-Living Adjustment (COLA)

Last month, the Mayor and City Council approved the Fiscal Year 2020 Budget, which included an ad hoc COLA for City retirees. This means that beginning in January, you will see a 1.3% increase in the gross amount of your monthly TMRS annuity check. In late January, TMRS will mail you your 1099-R. This document will contain information you need to file your federal taxes for 2019.

Notes From The City Manager



Erik Walsh

Dear City of San Antonio Retirees,

Despite what San Antonio's weather will have you believe, fall is here and the end of the year is near. The budget for Fiscal Year 2020 was adopted last month, and some of the highlights include increased funding for affordable housing, domestic violence, and homelessness mitigation; the first-ever homestead property tax exemption; \$110 million on street maintenance; and funds for pedestrian and cyclist infrastructure. As you know, this was my first budget cycle as your City Manager, and I am proud of our results.

As if completing the budget for the 7th largest city in the country was not enough, we also led the way for the community by serving as a pacesetter organization for the 2019 Charitable Campaign with United Way. I would like to extend my sincere thanks to you for sending in your donations and helping us reach our campaign goal of \$1,060,000. Your dedication to the City organization and the local community, even in retirement, is greatly appreciated.

I look forward to joining you at your Brown Bag Session on November 15 and answering your questions.

Until next time,

Erik Walsh

Words on RECOSA—A Note from the Chair

Greetings Retirees!

I hope this newsletter finds you doing well and you had fun this summer. We are fortunate to live in San Antonio where there are so many fun things to do during the summer. So, I hope you, your family, and friends had an enjoyable summer.

We recently had our summer Brown Bag meeting, and we had three great presentations on the 2020 Proposed Budget, changes to retiree health benefits, and the 2019 Charitable Campaign. For the first time, we met at Mission Library instead of Central Library. We know that parking downtown had become an issue for many of us, and the Mission Library has plenty of parking and a very nice meeting room.

Our next Brown Bag/Annual Meeting will be at Mission Library on November 15, 2019, so we hope you will come and join us. We have invited City Manager Erik Walsh to come and speak. In addition, lunch will be provided and numerous door prizes will be given away. We look forward to a great meeting!

Also, now is the time when the RECOSA Board begins to search for candidates to serve as new board members. Requirements include a willingness to serve, an interest in retiree benefits, and time to devote to the organization. The success of RECOSA depends on the active involvement of our board members and general membership. We are anticipating that some seasoned board members will be stepping down next year, so it is important that other members consider joining the RECOSA Board. Meetings are usually held on the first Tuesday of the month at 4410 W. Piedras in the Solid Waste Management Department's Conference Room. These meetings are open to all members and begin at 11:30 a.m.

If you are a RECOSA member and interested in serving on the board, please let us know. Our contact information is on our website, www.recosa.org. Questions may also be emailed to RECOSA or left on our phone line at 210-504-9567. RECOSA is here for you, and we hope to see everyone at the next Brown Bag Session on November 15th at the Mission Library.

Best regards to all,

David Lopez
RECOSA Board Chair

Annual Enrollment: Oct. 7-Nov. 1

Annual Enrollment Information Sessions: October 17

2020 Retiree Annual Enrollment is October 7 through November 1. This is your chance to change your medical plan for the coming year. By now, you should have received a packet from us that included a cover letter and the 2020 *Retiree Benefit Matters Guide*. If you did not receive this packet, please contact Human Resources Customer Service at 210-207-8705 or AskHR@sanantonio.gov.

Remember, if you do not wish to make any changes to your current medical, dental, or vision plans, you do not need to do anything; your coverage will roll over to 2020.

If you have questions about any of your health plan options, we are hosting two **Annual Enrollment Information Sessions** just for you on **October 17** at the: **(1) Mission Library** (3134 Roosevelt Ave., 78214) from 10 a.m. to noon and **(2) Phil Hardberger Park Urban Ecology Center—Gathering Hall** (8400 N.W. Military Hwy., 78230) from 2 to 4 p.m. There will be presentations to review your 2020 health plan options. During the sessions, you will have the opportunity to meet with representatives from Blue Cross and Blue Shield of Texas, CVS/caremark, Davis Vision, Delta Dental, and Aetna. Members of the Employee Benefits team will also be available to answer any of your questions.



In 2020, the retiree **vision plan** through Davis Vision will continue to be available. Vision plan and monthly premium information can be found on **page 18** of the *Retiree Benefit Matters Guide* that was mailed to you. To sign up for this plan as a new enrollee during annual enrollment, complete and return the form that was in the packet mailed to you by Davis Vision.

The completed enrollment form should be mailed to Davis Vision at the address on the form. NOTE: No action is required if there are no changes.

You will continue to have the option of choosing between two dental plans offered through Delta Dental: **Dental PPO and DHMO plan**. The PPO plan uses the broad Delta Dental PPO network with similar benefits as the active civilian employees. The monthly rates and benefits for these plans can be found on **page 17** of the *Retiree Benefit Matters Guide* that was mailed to you. If you would like to sign up for one of these plans, complete the enrollment form that was included in the packet Delta Dental mailed to you. **The completed enrollment form should be mailed to Delta Dental at the address on the form.**



NOTE: No action is required if there are no changes.

As a reminder, in 2020, **non-Medicare retirees** have the opportunity to choose between the **Consumer Choice PPO, Blue Essentials HMO (NEW), and New Value PPO** health plan options through Blue Cross and Blue Shield of Texas. CVS/caremark will continue handling your pharmacy benefit. For those enrolled in the Consumer Choice health plan, the City will contribute \$500 (individual)/\$1,000 (family) to your Health Savings Account (HSA). Monthly premiums and plan information, including details about the four new plan features: Applied Behavioral Analysis, Consumer Medical, Livongo, and Travel & Lodging benefits, can be found on **pages 6-11** of the *Retiree Benefit Matters Guide*. If you have any questions, contact Human Resources Customer Service at 210-207-8705.

For our **Medicare-eligible retirees**, the City, in partnership with Aetna, continues to provide you with three medical plan options: **Medicare Advantage PPO, Medicare Advantage PPO Plus, and Medicare Pharmacy-only**. There will be a moderate increase to your monthly premiums due to the restoration of the federal government's health insurance fee. And, we are happy to share that in 2020 you will have access to a new transportation benefit that can provide you with safe rides to non-emergency medical appointments. Check out **pages 4-5** of the *Retiree Benefit Matters Guide* for more information about this new benefit and to review the Medicare-eligible retiree premiums. For questions about your plans, contact Aetna at 1-800-338-4533.

Contacts

City of San Antonio Human Resources Customer Service

111 Soledad, Ste. 100
San Antonio, TX 78205
210-207-8705 (P)
210-207-6043 (F)
[sanantonio.gov/
employeeinformation/
retireedevelopers
cosaretiree@sanantonio.gov](http://sanantonio.gov/employeeinformation/retireedevelopers/cosaretiree@sanantonio.gov)
AskHR@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

1-800-338-4533
www.aetna.com

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

Blue Cross and Blue Shield of Texas

1-800-521-2227
www.bcbstx.com

CVS/caremark

1-866-808-7470
www.caremark.com

HSA Bank

1-855-731-5220
www.hsabank.com