

2014 Retiree Matters

QUARTERLY NEWSLETTER
for City of San Antonio Retirees
Issue 20 | October 2014

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Approved by the Mayor and City Council for 2015, you will receive a **1.1%** cost-of-living adjustment (COLA) to your monthly TMRS check.

Also, in late January, TMRS will mail your 1099-R. Your 1099-R will contain information you will need to file your taxes for 2014.

Remember, you can always access your retirement account information online at www.tmrs.com under MyTMRS. Just register online, set up your password, and access your information on any computer.

For help with logging into MyTMRS or for more information, contact TMRS directly at 1-800-924-8677 or phonecenter@tmrs.com.



Lori Steward

For those of you whom I have not yet had the opportunity to meet, I am Lori Steward and was recently named Interim Human Resources Director. I have had the privilege of serving the Human Resources Department as Deputy Director for more than a year and am pleased to have assumed this role. I know the Human Resources staff and other City leadership have established great working relationships with our retiree community, and I look forward to continuing that open line of communication and working with you on the matters that are important to you.

In this issue, you will find premiums for the 2015 health plans that were approved by City Council as part of the FY 2015

Message from Interim Human Resources Director

Dear City of San Antonio Retirees,

Annual Budget on September 18, as well as details about Annual Enrollment. Additionally, City Manager Sheryl Sculley has again included a message for you that offers a brief budget recap and information on the 2014 Community Survey.

I would like to thank RECOSA for participating in a recent retirement workshop that was held to help active employees as they prepare to retire. This is our final newsletter of the calendar year, so I want to wish you and your family a wonderful, healthy, and safe fall and holiday season. Be looking for the next issue of *Retiree Matters* in January 2015.

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



Ready. Set. Go! To your local parks for free Fitness in the Park classes. This award-winning program offers you a myriad of opportunities to improve your physical fitness, from zumba to walking and running groups to high intensity workouts and boot camps all taught by professional instructors. The classes are offered in conjunction with the Mayor's Fitness Council.

Classes are open to all ages and fitness levels. No pre-registration is required. A complete schedule of activities can be found online at www.sanantonio.gov/parksandrec/. Please note that the schedule is subject to change.

Notes From the City Manager



Sheryl Sculley

Dear City of San Antonio Retirees:

The City's Fiscal Year 2015 Annual Budget was unanimously approved and adopted by City Council on September 18. As you know, health care was a central topic of this year's budget preparation process. Because health care costs continue to rise, we must find ways to manage costs while providing quality medical plans to active employees and retirees. The adopted budget does include a reduced per employee cost of \$10,000 for each uniform employee. The City recently resumed negotiations with the San Antonio Police Officers Association and hope to begin negotiations with the San Antonio Firefighters Association soon. Any negotiated changes in health care benefits would begin on January 1, providing time to reach an agreement with Police and Fire unions.

Below are a few highlights of the FY 2015 Budget:

- No increase to the City's property tax rate.
- Total operating and capital budget is \$2.4 billion.
- Focus on streets, drainage, parks, libraries, neighborhoods, and affordable public safety.
- Uniform health care costs more closely align with other peer cities in Texas.
- No layoffs of uniform or civilian employees.
- An additional 100 civilian positions have been added and 87 civilian positions have been reduced, for a net increase of 13 positions.
- The budget reflects the City organization's core values of Teamwork, Integrity, Innovation, and Professionalism.

In addition to budget information, I also wanted to share some major findings identified by the 2014 Community Survey that was administered this summer. The complete final report can be found at <http://www.sanantonio.gov/Portals/0/Files/commpla/slidingads/2014commSurvey.pdf>.

- The City of San Antonio has one of the highest overall satisfaction ratings in the nation—22% above the national average.
- Overall satisfaction with the quality of City services continues to improve—ratings of “excellent” or “good” increased from 69% to 70% since 2012.
- Seventy percent of residents surveyed believed that San Antonio public safety personnel should contribute toward the cost of health care like other City employees.
- San Antonio is setting the standard for service delivery in many areas—rated at or above the national average in most of the major categories of City services that were assessed, including public library services; parks and recreation programs and facilities; street maintenance, flood prevention, new streets, sidewalks, and drainage facilities, and solid waste services.
- Residents think San Antonio is a great place to live, raise a family, and retire—the City rated significantly above the national average in these categories.

I would like to acknowledge our retiree community and the valuable input you have provided during the budget process. We value our relationship with you and are grateful for your years of service to the City and its residents. I would especially like to recognize RECOSA and the work you are doing to keep your fellow retirees informed and aware of important City news.

Sincerely,

A handwritten signature in black ink that reads "Sheryl Sculley". The signature is written in a cursive, flowing style.

Words on RECOSA (submitted by RECOSA)

The Retired Employees of the City of San Antonio (RECOSA) will hold the 4th annual membership meeting on Wednesday, November 5, 2014. All municipal retirees are welcome to attend and participate.

The purpose of the meeting is to update the general membership on the organization's activities for the last year and for RECOSA members to vote on five (5) open board slots currently filled by Rolando Bono, Edward Garcia, Julia Castellano-Hoyt, Sylvia Glover, and Rebecca Waldman. The three current board members who are not seeking re-election are Edward Garcia, Julia Castellano-Hoyt, and Rolando Bono. If you are interested in serving on the Board or know someone you would like to nominate, please call or e-mail Margaret Ramirez, at 210-680-6452 or mage_vale@yahoo.com; she is one of the four members on the Nominating Committee, chaired by Alicia Martinez. The Committee will consider all those nominated by members, in addition to the incumbents, and present a slate of candidates for consideration at the annual meeting. If you are interested in serving on the Board, please submit a brief statement of your experience, interests and/or reasons why you would like to serve on the RECOSA Board. The deadline to submit a name on the ballot is **October 22, 2014**.

Some of the duties and responsibilities of the board members include providing guidance and overseeing the assigned committees such as the membership, fundraising, health benefits, TMRS, and communications to include coordinating and attending meetings with the City on retiree issues such as health benefits and TMRS.

The November 5th meeting will take place at the San Antonio Central Library, 600 Soledad. The Meet and Greet will begin at 10 AM with the meeting to follow from 10:30 AM-noon. Free parking will be available in the library's parking garage.

For more information regarding RECOSA, visit us at our website www.recosa.org. RECOSA's contact information is 210-485-5493 and email address is info.recosa@gmail.com.

Retirees Are on the Move...

We know our retirees lead busy lives and many are active in retiree activities. We captured some of your friends and former co-workers participating in a few recent events.



Retirees hear from a UnitedHealthcare representative during a Lunch & Learn event on July 23.



RECOSA members volunteer during a recent retirement ready workshop for active employees at the Alamodome in early September.

Retirees gather for a group photo during this summer's Lunch & Learn event.



*Must Remember:
Annual Enrollment
Ends November 7*

For those retirees who are eligible for the City's medical plans, the Annual Enrollment period is underway and ends on November 7. This is the one time of year when you can enroll in a new health plan (medical, dental, or vision). Remember, the selections you make during Annual Enrollment will go into effect on January 1, 2015.

Things to Know: All Retirees

Information about the retiree health plans can be found in your *2015 Retiree Benefit Matters* guide, which will be mailed to you soon. Included in your guide is information about the retiree vision and dental plans available to you through Davis Vision and Delta Dental. If you are currently enrolled in the retiree vision or dental plan, your coverage will Automatically continue in 2015.

If you were not enrolled in the dental or vision plan in 2014, you will receive enrollment information directly from Davis Vision and Delta Dental in the mail. The Retiree Annual Enrollment period is the only time that you can enroll in either of these plans.

The monthly premiums for the retiree dental HMO and vision plans are listed in the tables above.

Retiree Dental HMO Plan	Monthly Premium
Retiree Only	\$13.66
Retiree + Spouse / Domestic Partner	\$25.45
Retiree + Child(ren)	\$25.45
Retiree + Family	\$38.19
Retiree Vision Plan	Monthly Premium
Retiree Only	\$10.05
Retiree + Spouse / Domestic Partner	\$17.95
Retiree + Family	\$26.60

Things to Know: Non-Medicare Retirees

For 2015, non-Medicare retirees have the option of selecting the Consumer Choice plan, which includes a Health Savings Account, or the New Value plan. **The Premier medical plan will not be offered beginning January 1, 2015. Those enrolled in the Premier plan will automatically be enrolled in New Value if no action is taken during Annual Enrollment.** For example, if John Retiree were enrolled in the Premier plan in 2014 and he did not complete an application for the Consumer Choice or New Value plan during Annual Enrollment, the City would automatically enroll him in New Value for 2015. If you are currently enrolled in the Consumer Choice or New Value plan and do not make any changes during Annual Enrollment, your plan selections will automatically carry over to 2015.

Both the Consumer Choice and New Value medical plan options provide coverage for all the same services, such as hospitalization, doctor visits, and pharmacy. For those who select the Consumer Choice plan, the savings from the lower premium offer a great opportunity to consider enhancing your contributions to your Health Savings Account. On the following page, you will find an overview of both plans plus monthly rates for 2015.

To switch your medical plan for 2015, complete and return the 2015 Retiree Benefit Enrollment Form that is included in the packet with your *2015 Retiree Benefit Matters* guide. When completing your enrollment form, make sure you fill in all of the sections. Once completed, mail your enrollment form to the **City of San Antonio's Human Resources Department, 111 Soledad, Ste. 100, San Antonio, TX Attention: Employee Benefits Office** no later than November 7, 2014.

Your current tobacco use status will continue in 2015. **Tobacco users will continue to be assessed a \$40 monthly fee.** Remember, the City defines a tobacco user as someone who has used tobacco products within the past 60 days. Tobacco products include, but are not limited to: cigarettes, cigars, pipes, all forms of smokeless tobacco, clove cigarettes, or any other smoking devices that use tobacco. Electronic and smoke-free cigarettes are also included in the definition of a tobacco product. To update your tobacco use status for 2015 or for more information about Annual Enrollment, contact Human Resources Customer Service at 210-207-8705 or hrcustomerservice@sanantonio.gov.

Enrollment assistance will be available at the Central Library, 600 Soledad St., 78205, on Friday, October 31 from 8:00 AM-noon.

FY 2015 Health Savings Accounts, Deductibles, Out-of-Pocket Maximums, Office Visits, and Prescriptions		
<i>In-Network Benefits</i>	<i>Consumer Choice</i>	<i>New Value</i>
City Contribution to Health Savings Account (HSA) (Individual/Family)	\$500/ \$1,000	N/A
Preventive Care	Covered at 100%	
Annual Deductible (Individual/Family)	\$1,300/ \$2,600	\$1,250/ \$2,500
Annual Out-of-Pocket Maximum (Individual/Family)	\$4,000/ \$8,000	\$3,000/ \$6,000
Office Visits: Primary Care Specialist (Premium Designation) Specialist Urgent Care	20% (after deductible)	\$30 \$35 \$55 \$50
Prescriptions	20% (after deductible)	<u>30-Day Retail Co-Pay</u> Tier 1: \$10 Tier 2: \$35 Tier 3: \$65 Tier 4: \$100

FY 2015 Non-Medicare Premiums (Monthly)					
Years of Service	30+	25-29	20-24	19 & under	5-9 (Hired on or after 10/1/07)
<i>Consumer Choice</i>					
Retiree Only	\$187	\$204	\$221	\$278	\$689.55
Retiree + 1	\$375	\$394	\$435	\$579	\$1,290.59
Retiree + 2 or More	\$535	\$566	\$626	\$836	\$1,739.99
<i>New Value</i>					
Retiree Only	\$254	\$281	\$304	\$368	\$981.16
Retiree + 1	\$479	\$515	\$566	\$714	\$1,836.37
Retiree + 2 or More	\$664	\$716	\$789	\$998	\$2,475.82

Things to Know: Medicare Retirees

Retirees who are eligible for Medicare have the option of selecting either the Humana Medicare Advantage PPO or the Humana Medicare Advantage HMO plan. You should have already received information directly from Humana about your 2015 medical plan options.

If you are already enrolled in one of the Medicare Advantage plans and do not want to make any changes, no action is required. However, if you would like to change plans, please attend one of the 2015 retiree enrollment assistance sessions listed below, which will be hosted by Humana, or call Humana Medicare Customer Service at 1-866-396-8810. The rates for 2015 are listed below.

FY 2015 Medicare Premiums (Monthly)					
Years of Service	30+	25-29	20-24	19 & under	5-9 (Hired on or after 10/1/07)
<i>Humana PPO</i>					
Retiree Only	\$74	\$80	\$86	\$111	\$246.20
Retiree + 1	\$148	\$163	\$173	\$222	\$492.40
Retiree + 2 or More	\$222	\$244	\$259	\$333	\$738.60
<i>Humana HMO</i>					
Retiree Only	\$45	\$49	\$53	\$63	\$149
Retiree + 1	\$83	\$90	\$101	\$149	\$298
Retiree + 2 or More	\$124	\$134	\$152	\$211	\$447

Annual Enrollment Assistance Session Schedule		
Date	Location	Time
Monday, November 3	8431 Fredericksburg Rd. - San Antonio, TX - 78229 (Medical Center)	1:30 PM to 4:00 PM
Thursday, November 6	803 Castroville Rd. - San Antonio, TX - 78237 (Las Palmas Guidance Center)	1:30 PM to 4:00 PM



Fall Foods Just Right for the Pickin'



Photo: Randy Mayor

With temperatures still well into the high 80's, it may not feel too much like fall these days, but the calendar says it has arrived, and so have the season's great fruits and vegetables. Be sure to visit the local farmers' markets or your favorite grocery store for some great produce finds, including apples, figs, pears, pumpkins, sweet potatoes, and winter squash. Enjoy a great apple and pork chop recipe below from Cooking Light. More recipes can be found at www.cookinglight.com.



Photo: Johnny Autry, Randy Mayor; Styling: Cindy Barr, Lindsey Lower

Pork Chops with Roasted Apples

Ingredients:

- 2 1/2 teaspoons canola oil, divided
- 1 1/2 cups frozen pearl onions, thawed
- 2 cups Gala apple wedges
- 1 tablespoon butter, divided
- 2 teaspoons fresh thyme leaves
- 1/2 teaspoon kosher salt, divided
- 1/2 teaspoon freshly ground black pepper, divided
- 4 (6-ounce) bone-in center-cut pork loin chops (about 1/2 inch thick)
- 1/2 cup fat-free, lower-sodium chicken broth
- 1/2 teaspoon all-purpose flour
- 1 teaspoon cider vinegar

Preparation:

1. Preheat oven to 400°.
2. Heat a large ovenproof skillet over medium-high heat. Add 1 teaspoon oil to pan; swirl to coat. Pat onions dry with a paper towel. Add onions to pan; cook 2 minutes or until lightly browned, stirring once. Add apple to pan; place in oven. Bake at 400° for 10 minutes or until onions and apple are tender. Stir in 2 teaspoons butter, thyme, 1/4 teaspoon salt, and 1/4 teaspoon pepper.
3. Heat a large skillet over medium-high heat. Sprinkle pork with remaining 1/4 teaspoon salt and 1/4 teaspoon pepper. Add remaining 1 1/2 teaspoons oil to pan; swirl to coat. Add pork to pan; cook 3 minutes on each side or until desired degree of doneness. Remove pork from pan; keep warm. Combine broth and flour in a small bowl, stirring with a whisk. Add broth mixture to pan; bring to a boil, scraping pan to loosen browned bits. Cook 1 minute or until reduced to 1/4 cup. Stir in vinegar and remaining 1 teaspoon butter. Serve sauce with pork and apple mixture.

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)

www.sanantonio.gov/hr
cosaretiree@sanantonio.gov
hrcustomerservice@sanantonio.gov

Davis Vision

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

Delta Dental

1-800-422-4234
www.deltadentalins.com/cityofsanantonio/retirees.html

Humana Advantage

Customer Care
1-866-396-8810
www.humana.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

UnitedHealthcare

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

CITY OF SAN ANTONIO

Human Resources Department
Riverview Towers Building
111 Soledad, Ste. 100
San Antonio, TX 78205

Joining Your Ranks

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

Rebecca V. Alvarez, Library, 37 yrs.
Sheila Anderson, Parks & Recreation, 34 yrs.
Josue Arredondo, Solid Waste Management, 23 yrs.
Terence P. Carr, Building & Equipment Services, 27 yrs.
Dwight De Atley, Convention & Sports Facilities, 23 yrs.
Jesus M. Escajeda, Public Works, 29 yrs.
Gerardo G. Gonzalez, Information Technology Services Department, 32 yrs.
Eddie R. Gray, Public Works, 25 yrs.
Margarito Guajardo, Public Works, 22 yrs.
Sandra A. Gutierrez, Police, 32 yrs.
Edilia R. Guzman, Solid Waste Management, 42 yrs.
Theresa M. Lee, Capital Improvements Management Services, 21 yrs.
Raul C. Martinez, Solid Waste Management, 25 yrs.
Francisco Reyna, Parks & Recreation, 21 yrs.
Silvia R. Rodriguez, Police, 21 yrs.
Julie N. Salinas, Convention & Visitors Bureau, 29 yrs.
Jose M. Sanchez, Solid Waste Management, 20 yrs.



You are invited to attend the final Lunch & Learn for the year on Friday, October 24 from 11:30 AM — 1 PM in the Central Public Library Auditorium, 600 Soledad.

The topic will be, "Ask the Expert." A panel of representatives from each of our partners, including UnitedHealthcare, Humana, Delta Dental, Davis Vision, ICMA, and Nationwide will be on hand to answer any questions you may have.

Light refreshments will be provided, but please feel free to bring your lunch. Free parking will be available in the Library's parking garage. To reserve your seat, please contact Human Resources Customer Service at 210-207-8705.