

City Of San Antonio Labor Proposal to SAPOA

July 15, 2015

WAGES

1) Pay increases which provide each officer with wage increases totaling 10.5%.

- a. **1.5%** lump sum payment based on annual total compensation including base pay, longevity, supplemental pay and overtime payable in FY 2015 following ratification of the agreement
- b. **3.0%** wage increase effective October 1, 2015
- c. **3.0%** wage increase effective October 1, 2016
- d. **3.0%** wage increase effective October 1, 2017

HEALTHCARE

2) Officers sharing the cost of healthcare

Employee only coverage available with no premium cost to employees; dependent coverage is subsidized by the City with employees paying premiums for dependent coverage. Healthcare changes will be effective January 1, 2016.

Premiums in 2016 reflect a 50% reduction from premiums offered on March 20.

Premiums in 2017 reflect 100% of the premiums offered on March 20, plus a 10% increase to premiums as offered by SAPOA

Premiums in 2018 will increase by 10% over the 2017 premiums. Health Savings Account (H.S.A) remains at \$1,000 per employee participating in the CDHP Plan.

| 2016 | | | |
|----------|---------|--------|------------------|
| | Value | CDHP | |
| Employee | \$0.0 | \$0.0 | |
| E+Child | \$67.1 | \$33.0 | |
| E+Spouse | \$96.5 | \$47.5 | |
| E+Family | \$163.6 | \$80.5 | H.S.A at \$1,500 |

| 2017 | | | |
|----------|---------|---------|------------------|
| | Value | CDHP | |
| Employee | \$0.0 | \$0.0 | |
| E+Child | \$147.6 | \$72.6 | |
| E+Spouse | \$212.2 | \$104.5 | |
| E+Family | \$359.8 | \$177.1 | H.S.A at \$1,000 |

LEGAL FUND AND OTHER ITEMS

- 3) Phasing out of City funding for the Legal Defense Fund over three years; continuation of tuition reimbursement with caps and job related criteria; elimination/revision of the evergreen clause; elimination of patrol car mileage limitation; and certain other language changes as provided to SAPOA on July 10, 2015.

| Cost of Proposal | | |
|-------------------|---------------------|---------------------|
| | March 20 Proposal | July 15 Proposal |
| Total Cost | \$43 Million | \$43 Million |