



To: All County Offices and Departments
From: Robert J. Hampel, Human Resources and HRIS Manager RJA
Date: September 16, 2009
Subject: FY 2009-10 Employee Compensation and Benefits Program Highlights

On September 15, 2009, Commissioners Court adopted the FY 2009-10 Bexar County Budget. The FY 2009-10 Adopted Budget recognizes and reflects the difficult financial times being experienced nationally as well as locally. Following are highlights of the employee compensation and benefits program for FY 2009-10, as authorized by the Commissioners Court:

Note: On August 19, 2006, Commissioners Court and the Bexar County Sheriff entered into a collective bargaining agreement with the Deputy Sheriffs Association of Bexar County (DSABC). The collective bargaining agreement covers uniformed officers of the Bexar County Sheriff's Office, with the exception of the Chief Deputy position. The following applies only to non-collective bargaining agreement positions.

Compensation Programs Suspended for FY 2009-10

General Market Adjustment	No general market adjustment for FY 2009-10.
Hiring and Promoting Above the Minimum	All employees with a first date of employment of 10/1/2009 or later will be hired at the minimum of the pay range.
Six Month Pay Increase	No six-month pay increases are authorized for FY 2009-10.
Progressive Pay Model	No pay increases for the Progressive Pay Model program are authorized for FY 2009-10.
Pay Table Market Study	No pay table market study will be conducted for FY 2009-10.
Merit Award Program	No merit award program salary adjustments are authorized for FY 2009-10.

Across-The-Board Salary Adjustments

There are no across the board pay decreases (or increases) included in the FY 2009-10 Adopted Budget. Salary decreases (5% for employees earning \$50,000 or more, 2% for employees earning below \$50,000) were included in the Proposed Budget, but are excluded from the Adopted Budget. (Updated Salary Tables are attached.) Pay grade ranges have not changed for FY 2009-10; however, some position titles have been added/deleted/changed.

Elected Officials' Salaries

Elected Officials salaries in the FY 2009-10 Adopted Budget are the same as in the FY 2008-09 Budget. There is no salary increase (or decrease) for Elected Officials in FY 2009-10.

Bexar County Medical Plan

Employee contribution rates for the Bexar County Medical Plan will increase between 11% -13% (depending on the plan tier and level of coverage selected), effective January 1, 2010. These increases are necessary to restore the funding balance between County contributions and employee contributions, which had shifted in favor of employees in the years 2002-2004 when the County absorbed 100% of the healthcare cost increases. Employees may be able to hold their monthly contribution costs down by switching to a less expensive plan tier or coverage level during annual enrollment. The new rates will be available in the 2010 Benefits Guide which will be mailed to each employee's address of record with their annual enrollment package approximately October 15th.

The Bexar County Annual Health Fair is scheduled for Friday October 23rd at the AT&T Community Centre at San Fernando (corner of Commerce and Camaron Streets, ½ block west of Flores.)

Also, for 2010 employees enrolled in a Bexar County Medical Plan will be entitled to a one-time \$50 reduction in premiums if they complete an on-line Health Risk Assessment. Details will be announced with the annual enrollment package.

The Medical Plan for 2010 also includes an increase in coverage for Bariatric surgery for morbid obesity from \$10,000 to \$30,000.

Employee Health Clinic

The Bexar County Employee Health Clinic, located at 459 S. Main, is open to all employees, Mon-Fri, 7 AM to 4PM. There is a minimal \$5 per visit charge, which is waived if a further referral is made. The clinic provides preventive health screenings, medical care for illness and minor injuries, pre-employment physicals, and a variety of wellness programs. Secure electronic medical records ensure privacy and protection of individual medical information.

VIA EasyRider Program

The VIA EasyRider Program is continued for FY 2009-10. Bexar County employees can still ride for free on any regular VIA bus or trolley route, just by showing a valid Bexar County ID card issued by Human Resources.

Tuition Reimbursement

The Bexar County Tuition Reimbursement program has been fully funded for FY 2009-10, at the same amount as for FY 2008-09. The standard program rules and limitations still apply, and funding is still approved on a first-come, first-served basis until program funds are exhausted.

TCDRS Retirement

There is no change to the TCDRS retirement plan for any County employees. This had been discussed during the budget work sessions, but the Adopted Budget makes no changes to the TCDRS Retirement benefit for employees.

County Holidays

The following paid holidays are approved for 2010:

New Year's Day	Friday	Jan 1, 2010
Martin Luther King Day	Monday	Jan 18, 2010
Presidents Day	Monday	Feb 15, 2010
Good Friday	Friday	Apr 2, 2010
Battle of Flowers	Friday	Apr 23, 2010
Memorial Day	Monday	May 31, 2010
Independence Day (observed)	Monday	Jul 5, 2010
Labor Day	Monday	Sep 6, 2010
Veterans Day	Thursday	Nov 11, 2010
Thanksgiving	Thurs-Fri	Nov 25-26, 2010
Christmas (observed)	Friday	Dec 24, 2010
New Year's (observed)	Friday	Dec 31, 2010