



## 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!

**Richard L. Almendarez**, Solid Waste Management—37 yrs.  
**Roberto Araiza**, Animal Care Services—33 yrs.  
**Marc L. Brackley**, Finance—20 yrs.  
**Sarah C. Buchanan**, Office of the City Clerk—48 yrs.  
**Edward Canalez**, Public Works—34 yrs.  
**Olivia H. Carrillo**, Metro Health—22 yrs.  
**Alicia R. Castillo**, Development Services—34 yrs.  
**Deborah C. Dickerson**, Municipal Court—22 yrs.  
**Eduardo Dominguez**, Metro Health—20 yrs.  
**Paul Fafoutakis**, Solid Waste Management—21 yrs.  
**Maria Flores**, Metro Health—23 yrs.  
**Frances T. Garcia**, Finance—36 yrs.  
**Maria C. Garza**, Metro Health—20 yrs.  
**Maria G. Gil**, Police—37 yrs.  
**Mario A. Hernandez**, Public Works—21 yrs.  
**Carmen L. Hill**, Aviation—23 yrs.  
**Abran J. Lopez**, Municipal Courts—29 yrs.  
**Dolores Lopez**, Police—23 yrs.  
**Manuel Martinez**, Public Works—29 yrs.  
**Reynaldo A. Martinez**, Public Works—20 yrs.  
**Robert H. Martinez**, Development Services—20 yrs.  
**Theresa Medellin**, Solid Waste Management—36 yrs.

**Adalberto C. Perez**, Solid Waste Management—20 yrs.  
**Jesus Pichardo**, Solid Waste Management—30 yrs.  
**Debra B. Pleasants**, Human Services—23 yrs.  
**Jesus L. Ramon**, Building & Equipment Services—28 yrs.  
**Juan Luis Ramon**, Solid Waste Management—23 yrs.  
**Fernando T. Rodriguez**, Convention & Sports Facilities—41 yrs.  
**Rosa B. Rojas**, Police—30 yrs.  
**David A. Salinas**, Solid Waste Management—31 yrs.  
**Mary Louise O. Saucedo**, Human Services—25 yrs.  
**Rubin Slaughter**, Parks & Recreation—28 yrs.  
**Jimmy C. Valadez**, Solid Waste Management—31 yrs.  
**Arturo Z. Vallejo**, Convention & Sports Facilities—21 yrs.  
**Pedro Vega**, Development Services—44 yrs.  
**Efraim Velasco**, Library—36 yrs.  
**Cesar A. Villalobos**, Fire—20 yrs.  
**Julia S. Villarreal**, Information Technology Services—39 yrs.  
**Maria Vinton**, Police—23 yrs.  
**Carla M. Zaine**, Police—20 yrs.  
**Michael Zehr**, Aviation—33 yrs.  
**Anna D. Yanchik**, Metro Health—31 yrs.

# 2015 Retiree Matters



QUARTERLY NEWSLETTER  
for City of San Antonio Retirees  
Issue 21 | February 2015

## In this Issue

TMRS News  
Page 1  
City Manager's Letter  
Page 2  
Medicare Age-in Process  
Page 3  
Joining Your Ranks  
Page 8



When you sign up for MyTMRS, TMRS online-access program for members and retirees, you are asked for a valid email address. Make sure you provide them with a “persistent” email address – one you plan on using for a long time. Keeping the same address means you will not miss out on future emails from TMRS. Since they are growing their electronic communications, you want to be sure and receive important TMRS news and alerts.

If you have registered with MyTMRS and need to change your email address, simply log in to your MyTMRS account to make the change. To sign up for MyTMRS, go to [www.tmr.com](http://www.tmr.com) and click the My TMRS button on the homepage. For assistance with registering for MyTMRS, call 1-800-924-8677.

## Message from Interim Human Resources Director



Lori Steward

Dear City of San Antonio Retirees,

Welcome to the first issue of *Retiree Matters* in 2015. We hope that you enjoyed a wonderful holiday and like us, are back in the swing of things.

I would like to congratulate the new RECOA Board Members—Liz Garcia, Sylvia Glover, Marianne Greene, Emilio Guerrero, and Rebecca Waldman. We look forward to building an even stronger partnership this year and to working with all retirees on issues that are important to you.

An important topic that we are covering in this issue is transitioning from a non-Medicare health plan to a Medicare plan. We understand that the enrollment process can sometimes be confusing, so we have provided an overview for you. This article outlines the basics of this transition, but if ever you need one-on-one assistance, our Benefits staff is always available to answer any of your questions.

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](mailto:cosaretiree@sanantonio.gov).



STEP UP TO WELLNESS  
—5K WALK & RUN—

## City Manager's 5K is Just Around the Corner—Retirees Invited for Free

The 8th Annual City Manager's Step Up to Wellness 5K Walk/Run will be held at SeaWorld San Antonio on Saturday, February 28 beginning at 8 a.m. *Retirees are invited to participate at no cost, and it is only \$7 each to register family and friends.*

Visit <https://runsignup.com/Race/TX/SanAntonio/8thAnnualCityManagers> and select “5K Run/Walk Employee” to register yourself. When prompted to select a department from the drop down menu, please select “Retiree.” To add a guest for a \$7 fee, select “Add Another Registrant” tab and complete the information. You may also register onsite at SeaWorld the day of the event. Awards will be presented to the top overall male and female finishers along with the top three males and females in each age category.

You can purchase a SeaWorld San Antonio admission ticket with a picnic voucher for the reduced rate of **\$31.93**. Normally, a SeaWorld San Antonio adult admission ticket is \$67. The discounted admission ticket and picnic voucher can only be used on the date of the event, **February 28**. Seaworld San Antonio opens at noon.

*\*A credit card processing fee will be assessed upon payment. If you are simply registering as a retiree only and not purchasing a SeaWorld ticket or guest tickets, then no fee will be assessed.*

## NOTES FROM THE CITY MANAGER



Dear City of San Antonio Retirees:

Happy New Year! We have gotten off to a busy start, but I wanted to take some time to provide you with an update on the City’s collective bargaining efforts with the public safety unions.

On December 1, 2014, Mayor Ivy R. Taylor called for independent third-party reviews of the financial impact of the most recent collective bargaining proposals made by the City and the police union, as well as an analysis of the legislative changes proposed by the Fire and Police Pension Fund. The City contracted with three independent national firms to conduct the reviews, and the firms presented their findings to the Mayor and City Council on Wednesday,

*Sheryl Sculley* January 28, 2015. The three professional firms included Public Financial Management (PFM), Gabriel Roeder Smith (GRS), and Coastal Securities.

The analysis and findings of these three national firms strongly affirmed the City’s financial practices and projections, and stressed the connection between these financial practices and the City’s excellent credit rating. They confirmed to the City Council that the City had correctly calculated the costs of both City and police union wage and health care proposals. Independent reviews verified that the proposal made by the police union would cost \$50 million more than the City’s proposal, and would effectively “crowd out” spending for non-public safety services. If the police union proposal were to be accepted, the City would have to make significant reductions to other core services such as streets, parks, and libraries or significantly increase property tax revenue.

The independent analysis provided to the City Council also evaluated the long-term costs associated with the proposed legislative changes made by the Fire and Police Pension Fund. These proposed changes could save money in the short term, but would double the number of years it would take the City to eliminate the current unfunded pension liability. The analysis concluded that extending the number of years needed to pay the unfunded pension liability would cost the City an additional \$172 million.

During the January 28th presentation, the independent firms communicated that San Antonio is the only city with a population of over one million and the highest credit rating possible, and that prudent financial management should be a cornerstone in the ongoing labor negotiations and in the evaluation of any uniform pension legislative changes.

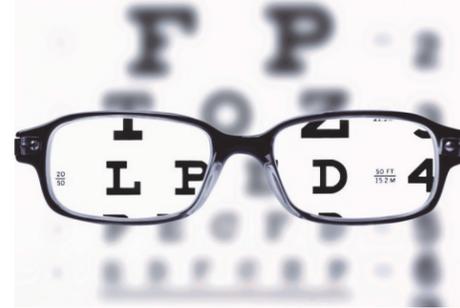
Following the presentations, the City Council made it clear that contract negotiations should resume immediately. The City has proposed several meeting dates in February to resume collective bargaining. The Police union has agreed to return to negotiate on February 20 and 26, 2015.

At the heart of the issue is the fact that public safety expenses are growing faster than general fund budget revenues. One of the escalating cost drivers to the general fund budget is public safety health care. The police union has proposed paying toward health care, but only in conjunction with salary increases far in excess of any annual health care premiums. The City has proposed a combination of employee health care premiums with modest wage increases to keep the public safety budget within the policy guidelines established by City Council, at no more than two-thirds of general fund spending.

We look forward to returning to negotiations with the police union to reach an agreement that is fair to our public safety uniform employees and is affordable to the residents of San Antonio.

Sincerely,

## HEALTH CORNER



### Cataracts—Is Everything Suddenly Out of Focus?

*A Message from Davis Vision*

A cataract is a clouding or darkening that develops in the eye’s lens, which is normally clear. It can form when cells in the lens become damaged and clump together, blocking light from entering the eyes. When the lens cannot focus light properly on the retina, vision is lost.

No one is sure what causes the cells to become damaged, but it is thought to be part of the natural ageing process, as cataracts affect about half of all Americans over age 65. Occasionally, however, cataracts are seen in younger people and even newborns. They may also result from an injury or disease. Cataracts usually develop in both eyes, but often at different rates. Some take years to develop; others form within a few months. Your eye doctor will be able to determine if you have a cataract during a comprehensive eye exam.

Symptoms to check for:	
Blurred, double or distorted vision	Gradual loss of color vision, colors may appear yellowed
Appearance of dark spots or shadows that seem to move when your eyes move	Worsening nearsightedness
Growing need for light to see clearly	A temporary stage in which vision is suddenly better and eyeglasses are not needed

Surgery is the only proven treatment for cataracts. It is not performed unless and until the cataract interferes with everyday activities. Early on, as the cataract develops, your eye doctor can prescribe changes in your eyeglasses or contact lenses to help you see more clearly.

Cataract surgery is uncomplicated and recovery is fast. It is performed on an outpatient basis and has a 95% success rate. At the time of surgery and after the cataract has been removed, sight is restored by inserting an intraocular lens implant into the eye to replace its natural lens. Cataracts are one of the most reversible causes of vision loss. Regular comprehensive eye exams are important to ensure that your vision is clear and your eyes remain healthy.

You can help maintain your eye health by limiting exposure to smoke and air pollution, exercising regularly, eating healthy foods, and protecting your eyes with sunglasses while you are in the sun.

## MEDICARE BASICS

### Turning 65? Need Medicare?

The City offers eligible non-Medicare retirees the opportunity to enroll in the New Value or Consumer Choice health care plans administered by UnitedHealthcare. Retirees who are eligible for Medicare can choose between the Humana Medicare Advantage HMO and Medicare Advantage PPO health care plans. Transitioning from a non-Medicare plan to a Medicare Advantage plan can be confusing, so we have provided you with some useful information about Medicare and enrolling in the City's Medicare Advantage plans.

#### What is Medicare?

In its simplest form, Medicare is health insurance for people age 65 or older and people under age 65 with certain disabilities. Medicare has different parts that assist with covering the cost of specific services: **Part A** (Hospital Insurance), **Part B** (Medical Insurance), **Part C** (Medicare Advantage Plan), and **Part D** (Prescription Drug Coverage).

There are two ways to obtain your Medicare coverage: (1) through the original Parts A and B or (2) through a Medicare Advantage Plan (Part C) that usually combines Parts A, B, and D. If you join a Medicare Advantage Plan, you do not need and cannot be sold a Medicare Supplement Insurance (Medigap) policy.

The City offers Medicare eligible retirees the choice of two Medicare Advantage Plans administered by Humana. *You can enroll in the City's Humana Medicare Advantage HMO or Humana Medicare Advantage PPO plan if you are eligible for Medicare and have enrolled in Medicare Parts A and B at the time of retirement or when you or your covered dependent turns 65 years of age.* Remember, when you enroll in one of the City's Humana Medicare Advantage Plans, you still have Medicare Parts A, B, and D.

#### Enrolling in Your Humana Medicare Advantage Plan

The City notifies Humana of all retirees and covered dependents who are eligible for the Medicare Advantage Plan upon retirement or when they turn age 65. Humana then contacts the retirees and/or covered dependents by telephone or mail to provide information about the Medicare Advantage Plan options and offers enrollment assistance. Once enrollment is completed, Humana sends the City of San Antonio Employee Benefits Office a confirmation of the processed application and mails a Welcome Packet with the Medicare membership cards to the retiree and/or covered dependent. After reviewing the Welcome Packet, if you have any questions, call Humana Group Medicare Customer Care at 1-866-396-8810.

#### What is My New Premium?

When you move to a Humana Medicare Advantage Plan, your premium will be based on the option you select, Humana Medicare Advantage PPO or Humana Medicare Advantage HMO. If you are covering a dependent who is not eligible for Medicare, your premium will consist of the employee-only cost for the New Value or Consumer Choice plan, plus the employee-only cost for the Humana Medicare Advantage PPO or Humana Medicare HMO plan. The City will continue to invoice you for the non-Medicare premium, while Humana will invoice you for the Advantage plan premium. Humana will accept payment for the retiree's portion of the premium through a bank draft, coupon book, or credit card.

Premiums for the non-Medicare New Value and Consumer Choice PPO plans will need to be paid using direct debit from a checking or savings account.

#### Here to Help

The process of applying for Medicare and understanding all of the details can be complicated, and we are here to assist you with making a successful transition. Simply contact Ann Solis at 210-207-0073 or at [hrcustomerservice@sanantonio.gov](mailto:hrcustomerservice@sanantonio.gov).

## WORDS ON RECOSA (SUBMITTED BY RECOSA)

RECOSA's (Retired Employees of the City of San Antonio) fourth annual membership meeting was held on November 5, 2014 at the City of San Antonio Central Library.

Board Chairman, Gene Camargo, gave a brief report on the accomplishments of the organization for the year 2014. He mentioned that the board meets monthly to discuss items of interest to retirees. Board meetings are generally held on the first Tuesday of each month at the downtown North St. Mary's branch of Generations Federal Credit Union. This year, the board meetings will be held at 11:30 a.m. In addition, the board held a strategic planning work session on July 11th with both board members and volunteers in attendance. Topics included discussions on ways to strengthen the organization and improve communications. This year, the board made a concerted effort to encourage retirees to attend our board meetings and to more actively participate as volunteers for various activities. There are a number of meetings and activities in which RECOSA needs to be involved. In addition to board participation, it is very important that we have an active group of volunteers who we can call on to assist in attending meetings and providing public input, if needed. RECOSA board members and volunteers attended pre-retirement sessions for active employees who are within five years of being eligible to retire and attended health insurance enrollment sessions to recruit non-members into the organization and informed them of the benefits of joining RECOSA.

Rolando Bono, Treasurer, gave the financial report and received \$500 in donations from the members in attendance.

We would like to thank the following for their generous donations and assistance: James Gonzaba, Selrico Services, who donated food items; Don and Julia Castellano-Hoyt, Betsy Cameron, Generations Federal Credit Union, Humana, Delta Dental, the Central Library staff, and the Human Resources staff for coordinating the use of the Library facility.

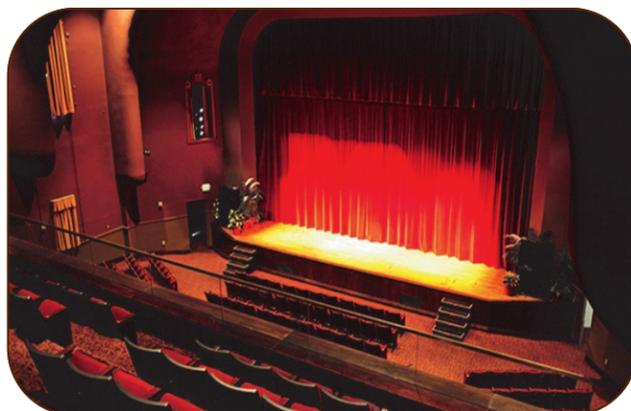
Alicia Martinez, Chair of the Nominating Committee, presented a slate of candidates for consideration to the Board. The individuals elected to the Board for the next two years are Liz Garcia, Sylvia Glover, Marianne Greene, Emilio Guerrero, and Rebecca Waldman. These individuals will join the following current board members: Gene Camargo, David Casas, Morris Chase, Paulette McClure, and ex-officio member Michael Trainer.

At the board meeting held on January 3rd, the RECOSA Board of Directors elected the following officers for 2015: Rebecca Waldman, Chair; Marianne Greene, Vice Chair; Liz Garcia, Treasurer; and Sylvia Glover, Secretary.

For more information about RECOSA, visit or contact us by phone at 210-485-5493 or e-mail us at [info.recosa@gmail.com](mailto:info.recosa@gmail.com).



## AROUND THE CITY



The Carver Community Cultural Center

Located just east of downtown San Antonio, the Carver Community Cultural Center (the Carver) is an historical center of the community’s African-American culture. The Carver is named in honor of internationally esteemed agricultural chemist George Washington Carver.

The mission of the Carver Community Cultural Center is to celebrate the diverse cultures of our world, nation and community, with emphasis on its African and African-American heritage, by providing challenging artistic presentations, community outreach activities and educational programs.

Whether or not you have attended events at the Carver in the past, there is always a variety of unique and entertaining performances on the calendar. Below is a snapshot of upcoming events, but for a full schedule and to purchase tickets, visit <http://www.thecarver.org/events/>.

Date	Event
March 14 8 p.m.	<b>Tango Buenos Aires</b> Tango Buenos Aires has become one of Argentina’s great cultural exports, known throughout the Americas, Europe and the Far East as the most authentic and uncompromising representative of the Tango. The Argentine tango has a mixture of African and Spanish antecedents and also a strong influence from the Argentine milonga which is sung by Guachos, the Argentine “cowboys.”
March 20 11 a.m.	<b>Youth Matinee 5: Guadalupe Dance Company presents Viva Mi Cultura</b> “Viva Mi Cultura” is a one-hour lecture demonstration featuring members of the Guadalupe Dance Company presenting the traditional dances, costumes and music of Mexico. The lively performance gives audiences the opportunity to interact with the dancers while emphasizing the cultural value of traditional Mexican dance. Audiences are invited to participate in a question and answer session, and will also have the opportunity to join in with a mini dance class.
April 4 8 p.m.	<b>Vusi Mahlasela</b> South African singer, songwriter and musician Vusi Mahlasela, is often hailed as “The Voice” of South Africa. In his 1994 album, The Voice, his hit single, “When You Come Back” became an anthem for all fighting against apartheid. Since the release of this first album, Mahlasela has traveled the world. Fellow South African, Dave Matthews signed this international folk singer to ATO Records. His albums have received mass critical acclaim with many musicians taking note of his powerful voice. LA Times writes, “Vusi is a rare and mesmerizing musical mind... with a voice that seems to have few limits.”

## RESOURCES



As is true for many people, having a quick reference list of contacts can help save time and avoid the headache of looking in several places for just that one number you need. To make it easy for you to get the information you need regarding your medical or retirement benefits, we have created the following cut-out reference sheet for you.

Listed are the main numbers and/or websites of the City’s primary vendors or administrators of your health care insurance and retirement plan. The Human Resources department contact information is also listed and the team is available to address any questions you may have.

Simply cut out the card and place it in a convenient and visible place, such as your refrigerator or near the phone.

### USEFUL COSA RETIREE 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](http://www.sanantonio.gov/hr)

[cosaretiree@sanantonio.gov](mailto:cosaretiree@sanantonio.gov)

[hrcustomerservice@sanantonio.gov](mailto:hrcustomerservice@sanantonio.gov)

**Davis Vision**

1-800-448-9372

[www.davisvision.com](http://www.davisvision.com)

**Delta Dental**

1-800-422-4234

[www.deltadentalins.com/cityofsanantonio/retirees.html](http://www.deltadentalins.com/cityofsanantonio/retirees.html)

**Humana Advantage**

Customer Care  
1-866-396-8810  
[www.humana.com](http://www.humana.com)

**Medicare**

1-800-633-4227  
[www.medicare.gov](http://www.medicare.gov)

**Retiree Liaison**

Ann Solis  
210-207-0073

**Texas Municipal Retirement System**

1-800-924-8677  
[www.tmrts.com](http://www.tmrts.com)

**UnitedHealthcare**

Customer Care  
1-800-996-2078  
[www.myuhc.com](http://www.myuhc.com)