

# Approved Pay & Benefits

## To Be the Best-Managed Workforce in the Country

The budget was approved by City Council on September 9. Maintaining a competitive pay and benefits package for our workforce continues to be a priority for the organization.

### Pay Increases

The approved budget includes a 3.5 percent across-the-board increase to base pay beginning with the October 10, 2014 paychecks for employees who meet the following requirements.

- Are in a regular position, hired on or before April 1, 2014.
- If in a temporary position, hired on or before April 1, 2014 and converted to regular status prior to September 30, 2014.
- Are not covered by contract negotiations or appointed by Council.

Salary ranges will be adjusted by the same amount as the pay increase. The increase to base pay will not exceed the maximum for the pay range. Employees covered by negotiated contracts will receive an increase based on the terms of their contract.

### Service Incentive Pay (SIP)

SIP will be issued in December 5, 2014 paychecks to regular, non-civil service employees with five or more years of continuous service as of December 1, 2014.

- Up to \$500 for five and up to seven years of continuous service.
- Up to \$1,000 for seven and up to 15 years of continuous service.
- Up to \$1,500 for 15 or more years of continuous service.

### No Health Assessment Premium

City Council did not approve the Health Assessment Premium. Employees will not be required to complete a Health Assessment or pay the \$12.50 per pay period premium. Incentives will continue for employees who voluntarily participate. It is important for employees to know their health risks.

### New Tobacco Premium for 2015

Non-tobacco users must complete the Tobacco Certification Form during Open Enrollment to avoid paying the Tobacco Premium. Employees enrolled in a City medical plan and who use tobacco will pay \$12.50 per pay period beginning January 2015. The premium will be waived for employees who certify they do not use tobacco or have successfully completed a 2014 Tobacco Cessation class or complete a class in 2015.

### Upcoming Tobacco Cessation Classes

If you are a tobacco user, take advantage of Tobacco Cessation 101, a two-part class to help you quit.

**Town Lake Center**, 721 Barton Springs, Assembly Room  
November 3, 2 to 4 p.m. and November 17, 8 to 9 a.m.

**City Hall**, 301 W. 2nd Street, Room 1029  
November 7, 8 to 10 a.m. and November 21, 8 to 9 a.m.

**PARD**, Central Maintenance Complex, 2525 Lakeshore Blvd.  
December 2, 8 to 10 a.m. and December 16, 8 to 9 a.m.

**Public Works**, St. Elmo Street & Bridge, 4411-A Meinardus Dr.  
December 4, 1 to 3 p.m. and December 18, 1 to 2 p.m.



Listed below are core benefits offered to the workforce. Watch for the *2015 Employee Benefits Guide*, distributed during Open Enrollment.

- Medical Plans (Consumer Driven Health Plan, PPO, and HMO)
- Dental Assistance Plan
- Vision Plan
- Basic, Supplemental, and Dependent Life Insurance
- Short and Long Term Disability
- FLEXTRA (Health Care and Dependent Care)
- Legal Plan
- HealthyConnections Wellness Program
- Employee Assistance Plan
- Commuter Program
- Childcare Program
- Sick Leave and Vacation Leave
- Parental Leave
- Leave Bank
- Holidays (including two Personal Holidays)
- Pension and Deferred Compensation Plans
- Tuition Reimbursement and Career Development
- Award and Recognition Programs

### Important Dates

Pay increase in paychecks	Oct 10
Open Enrollment begins	Oct 13
Open Enrollment ends	Nov 16
Service Incentive Pay distributed	Dec 5

Human Resources Department (HRD)  
One Texas Center  
505 Barton Springs Road, Suite 600

If you have questions about your benefits, call 512-974-3284, send an email on Outlook to *HRD, Benefits*, or visit the City's website at [austintexas.gov/benefits](http://austintexas.gov/benefits) for a complete list of Employee Benefits.

## Medical Benefits (Effective January 2015)

No premium increases for the medical plans. The City will continue to offer the PPO and HMO medical plans. The City will pay 100 percent for *Employee Only* coverage under the PPO and the new optional Consumer Driven Health Plan.

## Medical Premiums – Employee (full-time) pays per pay period.

Coverage Type	Consumer Driven Health Plan	PPO	HMO
EO	\$0.00	\$0.00	\$5.00
E&S or DP	\$79.73	\$152.66	\$157.66
E&C	\$39.54	\$112.46	\$117.46
E&F or DP	\$183.38	\$256.30	\$261.30

## What's New

An optional Consumer Driven Health Plan will be available in 2015. This plan will be offered in addition to the PPO (Choice Plus) and the HMO (Choice) and is also administered by UnitedHealthcare. Some features of this plan include:

- Health Savings Account.
- Lower premiums for employees who cover dependents.
- Higher out-of-pocket costs.
- A City-funded Health Savings Account to offset out-of-pocket costs.
- Same in-network doctors, hospitals, and pharmacies as current plans.

Watch for more information about the Consumer Driven Health Plan in 2015 Open Enrollment communications to see if this plan is right for you.

## Consumer Driven Health Plan and FLEXTRA

Employees enrolled in the new Consumer Driven Health Plan will be able to make pre-tax contributions to their Health Savings Account; they will not be able to participate in FLEXTRA Health Care.

## 2015 Changes for the PPO and HMO

- Weight Loss Program with a surgical option will be offered by UnitedHealthcare for individuals dedicated to a lifestyle change.
- Tamiflu anti-viral medication will go from Tier 3 to Tier 1.
- Visits to a Registered Dietitian are now unlimited, specialist copays apply.
- Emergency Room copay will increase \$25.

## HMO Plan Changes

- Outpatient Surgery copay will increase from \$600 to \$1,000.
- Inpatient Hospitalization copay will increase from \$1,000 to \$1,500.

## Life Insurance

A new contract has been awarded for 2015. Basic Life will continue to be offered at no cost to full-time employees. Supplemental and Dependent Life will continue to be available as an optional benefit, paid by the employee. Employees enrolled in Supplemental and Dependent Life will see a premium increase.



## Dental Plan

No premium increases or plan design changes.

## Vision Plan

No premium increases or plan design changes.

## Legal Protection Plan

No premium increases or plan design changes.

## Disability Programs

The City will continue to provide Short Term Disability for employees working 20 or more hours per week at no cost to employees. Employees may continue to buy Long Term Disability coverage for 2015. No premium increase or plan design changes.

## HealthyConnections Wellness Program

Employees can participate in a variety of wellness opportunities again next year. These include:

- Health Assessments
- Two Health Expos
- PE Classes
- Diabetes Education
- Tobacco Cessation Classes
- City Olympics
- Flu Shot Clinics
- Health Awareness Campaigns

