

The City of San Antonio- Aviation Department  
Law Enforcement Officer (LEO) Reimbursable Agreement Program

Summary:

The City of San Antonio- Aviation Department is currently in the final fiscal year of Reimbursement Agreement HSTS02-16-R-H-SLR909 with the Transportation Security Administration (TSA) in which the City provides Law Enforcement Officer support to each TSA passenger security screening checkpoint at San Antonio International Airport (SAT) while in operation, and the TSA provides reimbursement for the salaries and benefits of the officers posted to the TSA passenger security screening checkpoint.

The City of San Antonio desires to continue this cooperative relationship with the TSA in the form of a new Cooperative Agreement, 70T02020T9NSLR001, in which the City continues to provide Law Enforcement Officer support to each TSA passenger security screening checkpoint at SAT while in operation, and continue to have TSA provide reimbursement for the posted officers’ salaries and benefits.

Budget Request and Justification:

In the past SAT received the maximum reimbursement rate as a Category 1 airport, however, due to a reduction in funding our rate was reduced from \$26.01 to approved rate of \$20.00 in the latest Reimbursement Agreement. Consequently, SAT requests the maximum rate of reimbursement for the new agreement.

Detailed information had been requested and provided about the “actual hourly rate” for officers assigned to the TSA passenger screening checkpoints (Attachment A). However, the grant specifications also indicate both salaries and benefits (for example: medicare, life insurance, and retirement costs) are approved reimbursement expenses. Table 1 below presents the actual wage and benefit costs incurred by the City for the officers over the past 12-months. Projected wage and benefits expenses over the next three fiscal years were based on a four percent (4%) cost of living adjustment approved for Airport police officers in FY20 and a three percent (3%) adjustment assumed for FY21 and FY22.

Table 1

	August 2018 - September 2019 Actuals	Estimated-FY 2020 (12 Month)	Estimated-FY 2021 (12 Month)	Estimated-FY 2022 (12 Month)
Salary:	\$ 352,562	\$ 366,665	\$ 377,665	\$ 388,995
Benefits:				
FICA	26,971	28,050	28,891	29,758
Life	353	367	378	389
Flex	48,539	48,539	48,539	48,539
Retirement	41,109	42,753	44,036	45,357
Total:	\$ 469,534	\$ 486,374	\$ 499,509	\$ 513,038
3-Year Program Cost :			\$ 1,498,920	

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It should be noted that SAT routinely cycles all LEO staff through various officer posts during the day to maintain a consistent familiarity for all officers with all posts and duties and to minimize the likelihood of fatigue. In most cases the same officer is posted to the checkpoint for no more than two to four hours at a time.

The difference between the total cost of annualized salaries plus benefits, and the maximum reimbursable amount for revised Category 1 airport from the grant program determines the City’s cost for participation in this Cooperative Agreement Program, as shown in Table 2. This cost is a low estimate since the City absorbs additional personnel costs for *tools, apparatus and accessories*, and uniforms. It is still a fiscally responsible decision to participate in the Law Enforcement Officer Reimbursement Agreement Program because the City does not have to allocate the additional funding resources, or make the difficult decision to reduce the security services provided at SAT in order to balance the budget.

Table 2

	August 2018 - September 2019 Actuals	Estimated-FY 2020 (12 Month)	Estimated-FY 2021 (12 Month)	Estimated-FY 2022 (12 Month)	Highest Approved Rate- currently \$20.00	Highest Approved Rate Extended for 3-Years
Salary:	\$ 352,562	\$ 366,665	\$ 377,665	\$ 388,995	\$ 186,108	558,323
Benefits:						
FICA	26,971	28,050	28,891	29,758	14,237	42,712
Life	353	367	378	389	186	558
Flex	48,539	48,539	48,539	48,539	33,975	101,924
Retirement	41,109	42,753	44,036	45,357	21,700	65,101
Total:	\$ 469,534	\$ 486,374	\$ 499,509	\$ 513,038		
3-Year Program Cost :					\$ 1,498,920	\$ 768,618
Difference- Actual Operating vs Highest Approved Reimburseable Rate:						\$ (730,302)
Annually:						\$ (243,434)

In conclusion, the City of San Antonio-Aviation Department formally requests consideration and approval for participation in the Law Enforcement Officer Reimbursement Agreement Program, solicitation number 70T02020T9NSLR001, with the Department of Homeland Security-Transportation Security Administration.