



The San Antonio Chamber of Commerce Policy Statement on Employer Salary and Benefits Support

The San Antonio Chamber of Commerce does not oppose sick leave. However, the San Antonio Chamber of Commerce does oppose Municipally mandated Employee Benefits and pay, and strongly reaffirms the rights of private employers to determine the best and most efficient way to operate a successful business, while remaining competitive in attracting and retaining a talented workforce.

There are many factors that a business - small or large - must consider when offering a compensation package to an employee, including: ability to attract and retain talent, market rate compensation, competition, as well as the need for a fair profit margin. Different businesses and industries must balance all of these factors and others. Ultimately what they can afford to compensate their employees (pay and benefits) will have a direct impact on the viability of a business to exist.

There are a host of benefits businesses provide their employees in addition to healthcare insurance such as life insurance, tuition reimbursement, daycare, food or dry cleaning/laundry stipends, take home vehicles, as well as job-specific performance bonus/incentives that are designed to find and retain employees.

Businesses know how to best run their operations, and they fully understand that a high-quality compensation package makes them competitive when trying to recruit and retain high-quality employees. For these reasons, we believe private businesses alone should determine the right mix of pay/benefits that they offer to their employees.