

# 2014 Retiree Matters

Issue 18 | August 2014



CITY OF SAN ANTONIO  
HUMAN RESOURCES DEPARTMENT

## Special Edition - FY 2015 Proposed Budget

### FY 2015 Proposed Budget - Your Retiree Benefits

The City Manager presented the Fiscal Year 2015 Proposed Budget to the City Council on August 7, 2014. The budget is balanced through efficiencies and reductions and with no property tax rate increase for the 22nd year in a row.

The City's commitment to providing its retired employees with a robust benefits package remains strong as demonstrated by the following compensation benefits and changes in FY 2015, including a Cost of Living Adjustment and the availability of quality health plan options.

#### All Retirees

##### Cost-of-Living Adjustment (COLA)

The 2015 Proposed Budget includes an Ad Hoc COLA of 70% of the Consumer Price Index (CPI), which will equate to an approximate 1.1% increase in your monthly TMRS annuity check.

##### Dental & Vision Health Benefits

Retiree dental and vision health benefits will continue to be offered in 2015. More information about these plans will be available in the next issue of *Retiree Matters*.

#### Medicare Retiree Health Plans Administered by Humana

The City will continue to offer Medicare-eligible retirees the option of choosing between the Humana Medicare Advantage PPO and the Humana Medicare Advantage HMO. ***There were no plan design changes included in the budget proposal for either of these plans.***

FY 2015 Proposed Medicare Premiums (Monthly)					
Years of Service	30+	25-29	20-24	19 & under	5-9 (Hired on or after 10/1/07)
<i>Humana PPO</i>					
Retiree Only	\$74	\$80	\$86	\$111	\$246.20
Retiree + 1	\$148	\$163	\$173	\$222	\$492.40
Retiree + 2 or More	\$222	\$244	\$259	\$333	\$738.60
<i>Humana HMO</i>					
Retiree Only	\$45	\$49	\$53	\$63	\$149
Retiree + 1	\$83	\$90	\$101	\$149	\$298
Retiree + 2 or More	\$124	\$134	\$152	\$211	\$447

# 2014 Retiree Matters



## Non-Medicare Retiree Health Plans Administered by UnitedHealthcare

The **Consumer Choice** and **New Value** health plan options will still be offered, as they were last year. However, the Premier health plan option will not be offered in 2015. **Retirees currently enrolled in Premier will still receive the same great health care coverage through either the Consumer Choice or New Value health plan options.** This includes a broad network of health care providers and coverage for all of the same services you use today (ex: doctor's office visits, preventive care, prescription medications). Additionally, the City will again make a **contribution of \$500 for an individual and \$1,000 for a family to your Health Savings Account** for those who enroll in the Consumer Choice health plan option. Please find health plan overview and proposed monthly premium information below and on the following page.

### Prescription Medications

Prescription drug co-pays will remain the same, and the use of generic medications, when available, will continue to be encouraged. Additionally, the City's Value-Based Co-Pay plan continues in 2015. This plan offers prescription drugs related to diabetes at reduced costs. There are no co-pays for generic Tier 1 medications and co-pays for Tier 2 and Tier 3 medications are reduced.

**Note:** Prescription drug co-pays do not apply to the Consumer Choice plan. With this plan, you pay the full cost of the medications until you meet the deductible. For IRS-approved maintenance drugs, such as those used to manage blood pressure, diabetes, osteoporosis, and cholesterol, you will only pay 20% of the cost since they are not subject to the deductible.

Proposed FY 2015 Health Savings Accounts, Deductibles, Out-of-Pocket Maximums, Office Visits, & Prescriptions		
In-Network Benefits	Consumer Choice	New Value
City Contribution to Health Savings Account (HSA) (Individual/Family)	\$500/ \$1,000	N/A
Preventive Care	Covered at 100%	
Annual Deductible (Individual/Family)	\$1,300/ \$2,600	\$1,250/ \$2,500
Annual Out-of-Pocket Maximum (Individual/Family)	\$4,000/ \$8,000	\$3,000/ \$6,000
Office Visits: Primary Care Specialist (Premium Designation) Specialist Urgent Care	20% (after deductible)	\$30 \$35 \$55 \$50
Prescriptions	20% (after deductible)	<u>30-Day Retail Co-Pay</u> Tier 1: \$10 Tier 2: \$35 Tier 3: \$65 Tier 4: \$100

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## Non-Medicare Retiree Health Plans Administered by UnitedHealthcare

FY 2015 Proposed Non-Medicare Premiums (Monthly)					
Years of Service	30+	25-29	20-24	19 & under	5-9 (Hired on or after 10/1/07)
<i>Consumer Choice</i>					
Retiree Only	\$187	\$204	\$221	\$278	\$689.55
Retiree + 1	\$375	\$394	\$435	\$579	\$1,290.59
Retiree + 2 or More	\$535	\$566	\$626	\$836	\$1,739.99
<i>New Value</i>					
Retiree Only	\$254	\$281	\$304	\$368	\$981.16
Retiree + 1	\$479	\$515	\$566	\$714	\$1,836.37
Retiree + 2 or More	\$664	\$716	\$789	\$998	\$2,475.82

### FY 2015 Proposed Budget Retiree Health Care Benefits Highlights

- Beginning in 2015, all co-pays will count toward out-of-pocket maximum
- Consumer Choice deductible increased based on IRS requirement
- No other proposed plan changes
- Preventive care covered at 100%
- Health Savings Account contribution of \$500 individual/\$1,000 family for Consumer Choice participants
- City's Value-based Co-pay program continues for prescription drugs related to diabetes
- Maintenance drugs not subject to deductible for Consumer Choice

## Coming Your Way For All Retirees

### Mark Your Calendars: 2015 Benefits Annual Enrollment October 13 - November 7

In the coming weeks, you will be provided with additional information about your 2015 health care plan options. If you have any questions about anything you have read, do not hesitate to contact Human Resources Customer Service at (210) 207-8705 or [hrcustomerservice@sanantonio.gov](mailto:hrcustomerservice@sanantonio.gov).