

ReCosa Brown Bag

August 15, 2025





Agenda

- Healthcare Plans
- TMRS COLA

2026 Healthcare Benefits Pre-65

- No proposed plan design changes
- 5% proposed rate increases
- Humana and VSP will continue to be the Dental and Vision Plan provider, respectively



2026 Healthcare Benefits Post-65

- Request for Proposals (RFP) process is moving along
- Rates will be forth coming prior to Open Enrollment late October



TMRS Cost of Living Adjustment (COLA)

- In FY26, the City will be proposing a COLA of 2%
- The decision whether to offer COLA lies with the City.
- The highest COLA that the City can elect is 70% of CPI.



Who is eligible for COLA?

- Individuals who retired through TMRS prior to December 31, 2024 (defined by TMRS)



Calculating COLA

- CPI-Measure of the change in prices consumers pay for goods and services
- COLA is calculated at 70% of the increase in CPI for the prior calendar year
- Dec 2023 CPI = 306.746
- Dec 2024 CPI = 315.605
- 70% of increase = 2.0%



- 8.85 is a 2.9% increase in CPI
 - $(315.605 - 306.746) / 306.746$
- 70% of a 2.9% increase is 2.0%



Got Questions?

TMRS

1-800-924-8677

Employee Benefits

210-207-0073

THANK YOU!

