



RETIREE MATTERS

RETIREE NEWSLETTER Special Budget Edition

2019
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On August 8, 2019, City Manager Erik Walsh presented the City of San Antonio’s FY 2020 Proposed Budget to the Mayor and City Council. It includes an ad hoc COLA and no increases for dental or vision insurance for all retirees. For pre-65 retirees, the proposed budget calls for rates for the New Value plan to remain the same; rates for the Consumer Choice plan to decrease; and the introduction of a third plan option. It also calls for a moderate increase to rates for post-65 retirees due to the restoration of the health insurance fee by the federal government. Post-65 retirees will also receive a new transportation benefit that will provide rides to medical appointments. The City values your service to the San Antonio community and remains committed to providing you with a comprehensive package of affordable health care benefits and a secure retirement income.

All Retirees

Cost-of-Living Adjustment (COLA)—The FY 2020 Proposed Budget includes an ad hoc cost of living adjustment for City retirees, which means a **1.3% increase in your monthly TMRS annuity check beginning in January 2020.**

Dental & Vision Health Benefits—Dental and vision benefits will continue to be offered in 2020 through Davis Vision and Delta Dental, respectively, **with no changes in premiums.** Retirees will still have the option of selecting between the **CitiDent PPO and DeltaCare Dental HMO plans** for dental coverage.

Aetna Medicare Retiree Health Plans

Aetna will continue to serve as the provider for the three plans available to our Medicare-eligible retirees. These include the **Medicare Advantage PPO, Medicare Advantage PPO Plus, and the Pharmacy-Only plans.** New in 2020 will be a **transportation benefit** that will offer members safe rides to non-emergency medical appointments. Such appointments include doctor or specialist visits, physical therapy or rehab, scheduled labs or tests, and more.

FY 2020 Proposed Medicare Premiums (Monthly)

	Hired before 10/1/2007				Hired on/after 10/1/2007	
Years of Service	30+	25-29	20-24	19 & under	10+	5-9
Medicare Advantage PPO						
Retiree Only	\$62.50	\$66.50	\$71.50	\$91.50	\$102.50	\$203.98
Retiree + 1	\$123	\$135	\$144	\$184	\$204	\$407.96
Retiree + 2 or More	\$184.50	\$203.50	\$215.50	\$276.50	\$306.50	\$611.94
Medicare Advantage PPO Plus						
Retiree Only	\$61.50	\$65.50	\$70.50	84.50	\$99.50	\$198.88
Retiree + 1	\$112	\$121	\$136	\$200	\$200	\$397.76
Retiree + 2 or More	\$166.50	\$180.50	\$204.50	\$282.50	\$299	\$596.64
Medicare Pharmacy-Only						
Retiree Only	\$44	\$48	\$52	\$67	\$73	\$146.76
Retiree + 1	\$89	\$96	\$103	\$132	\$147	\$293.52
Retiree + 2 or More	\$132	\$146	\$155	\$199	\$220	\$440.28

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Non-Medicare Retiree Health Plans

Under the Proposed FY 2020 Budget, non-Medicare retirees will still have the **Consumer Choice and New Value** options through Blue Cross and Blue Shield of Texas, in addition to a third plan from which to choose—the **Blue Essentials HMO** plan. Under the Blue Essentials HMO plan, enrollees will be connected to a smaller group of qualified medical providers with care directed by a primary care physician (PCP). The plan design will be similar to the New Value PPO with deductibles and co-pays, but with lower monthly premiums. This plan only covers in-network services within the state of Texas.

All three plans provide coverage for the same services you use today (ex: doctor’s office visits, preventive care, prescription medications, etc.). There are also some new plan features that will be available in 2020, including **Applied Behavioral Analysis (ABA)—intense therapy treatment for autism spectrum disorder; Consumer Medical—provides expert medical opinion, advocacy and treatment options; and Travel & Lodging—reimbursement benefit for those traveling for approved medical treatment.**

FY 2020 Proposed Non-Medicare Premiums (Monthly)

Hired before 10/1/2007					Hired on/after 10/1/2007	
Years of Service	30+	25-29	20-24	19 & under	10+	5-9
<i>Consumer Choice</i>						
Retiree Only	\$139	\$153	\$166	\$201	\$557	\$1,114.02
Retiree + 1	\$261	\$281	\$309	\$389	\$1,114	\$2,228.05
Retiree + 2 or More	\$362	\$390	\$430	\$544	\$1,448	\$2,896.46
<i>New Value</i>						
Retiree Only	\$277	\$306	\$331	\$401	\$682	\$1,363.47
Retiree + 1	\$522	\$561	\$617	\$778	\$1,363	\$2,726.93
Retiree + 2 or More	\$724	\$780	\$860	\$1,088	\$1,773	\$3,545.01
<i>Blue Essentials HMO</i>						
Retiree Only	\$180	\$199	\$215	\$261	\$614	\$1,227.12
Retiree + 1	\$339	\$365	\$401	\$506	\$1,227	\$2,454.24
Retiree + 2 or More	\$471	\$507	\$559	\$707	\$1,595	\$3,190.51

Annual Enrollment

2020 Retiree Annual Enrollment is October 7-25, 2019. This is your chance to change your medical plan for the coming year. More information to come in the next issue of *Retiree Matters* and at the upcoming Brown Bag session. In the coming weeks, Medicare-eligible retirees will receive information directly from Aetna, and non-Medicare retirees will receive information from the City. **Please note, if you do not wish to make any changes to your current medical, dental, or vision plans, you do not need to do anything; your coverage will roll over to 2020.**

Brown Bag Session—You’re Invited!

Please make plans to attend the upcoming Brown Bag session on Friday, September 6, from 11:30 a.m.—1:30 p.m. at the Mission Library (3134 Roosevelt Ave.). During this event, retirees will hear about the FY 2020 Proposed Budget, retiree benefits in 2020, and the 2019 Charitable Campaign. Please RSVP by calling 210-207-7000.

If you have any questions, please contact the Employee Benefits Office at 210-207-0073 or Human Resources Customer Service at 210-207-8705. You can also send an email to cosaretiree@sanantonio.gov.