

On September 15, 2022, the Mayor and City Council adopted the FY 2023 Budget. We are pleased to share that the approved budget includes an ad hoc Cost-of-Living Adjustment (COLA) for retirees—the highest in 30 years—and no changes in medical plans offered. Pre-65 retiree monthly premiums will remain the same. Premiums for post-65 retirees will also remain the same, except for retirees who were hired after October 1, 2007, they will see a slight increase in the Medicare Advantage Standard PPO, Enhanced PPO, and Pharmacy-Only plans. You each provided a valuable contribution to the City organization and San Antonio community during your City careers. The City remains committed to providing you with a comprehensive package of affordable health care benefits and a secure retirement income.

**Cost-of-Living Adjustment (COLA)**—The FY 2023 Adopted Budget includes a **4.9% ad hoc Cost of Living Adjustment** for City retirees beginning in January 2023, the highest adjustment in 30 years. Please note that you must have been retired from the City for a least 13 months prior to January 1, 2023 to be eligible for the COLA. Those who retired after December 1, 2021 are not eligible to receive the COLA per TMRS statute.

**Dental & Vision Health Benefits**—Dental and vision benefits will continue to be offered in 2023. Retirees will still have the option of vision insurance through Vision Service Plan (VSP). Please note, if you currently do not have vision insurance and would like coverage in 2023, you **must** enroll during the enrollment period listed in the chart below. **Beginning in January 2023, Delta Dental will no longer serve as our dental insurance provider. Dental coverage through Delta Dental will end on December 31, 2022, provided your premium is paid. Humana Insurance will be our new dental provider and you will need to enroll with Humana during annual enrollment in order to continue dental coverage in 2023. Retirees will see an average 7% decrease in dental premiums.** Monthly premiums for dental and vision coverage will be available in the 2023 Benefit Matters Guide.

### Aetna Medicare Retiree Health Plans


Aetna will continue administering Medicare Advantage plans for post-65 retirees. Three plans will continue to be offered in 2023—the **Medicare Advantage Standard PPO, Enhanced PPO, and the Pharmacy-Only plan.**

### Non-Medicare Retiree Health Plans

Under the FY 2023 Adopted Budget, non-Medicare retirees will continue to have three plan options available through Blue Cross & Blue Shield of Texas—**Consumer Choice, New Value, and Blue Essentials HMO.**

### Annual Enrollment—SAVE THE DATE!

More information will be provided in the next issue of *Retiree Matters*, including details about Annual Enrollment information sessions. In the coming weeks, Medicare-eligible retirees will receive information directly from Aetna, and non-Medicare retirees will receive information from the City.

RETIREE BENEFIT		ENROLLMENT PERIOD	ACTION NECESSARY?
Medical	Aetna Medicare Retiree Health	10/17-10/28	No action necessary if no changes required for 2023
	Non-Medicare Retiree Health	10/03-10/31	
Vision	Vision Service Plan (VSP)		
Dental	 Humana Insurance		<i>Must enroll with Humana to continue dental coverage</i>

### Questions

If you have any questions, please contact Human Resources Customer Service at 210-207-8705 or email AskHR@sanantonio.gov. The Employee Benefits team can also be reached at 210-207-0073.

# Retiree Matters—Special FY 2023 Budget Edition

FY 2023 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
<b>Medicare Advantage Standard PPO</b>						
Retiree Only	\$25.86	\$27.55	\$29.66	\$37.94	\$45.75	\$91.50
Retiree + 1	\$51.04	\$55.94	\$59.66	\$76.22	\$91.50	\$183.00
Retiree + 2 or more	\$76.56	\$84.41	\$89.23	\$115.47	\$137.25	\$274.50
<b>Medicare Advantage Enhanced PPO</b>						
Retiree Only	\$132.76	\$134.45	\$136.56	\$144.84	\$152.65	\$198.40
Retiree + 1	\$264.84	\$269.74	\$273.46	\$290.02	\$305.30	\$396.80
Retiree + 2 or more	\$397.26	\$405.11	\$409.93	\$436.17	\$457.95	\$595.20
<b>Medicare Pharmacy-Only</b>						
Retiree Only	\$38.36	\$40.05	\$42.16	\$50.44	\$58.25	\$104.00
Retiree + 1	\$76.04	\$80.94	\$84.66	\$101.22	\$116.50	\$208.00
Retiree + 2 or more	\$114.06	\$121.91	\$126.73	\$152.97	\$174.75	\$312.00

FY 2023 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
<b>Consumer Choice</b>						
Retiree Only	\$139.00	\$153.00	\$166.00	\$201.00	\$557.00	\$1,114.02
Retiree + 1	\$261.00	\$281.00	\$309.00	\$389.00	\$1,114.00	\$2,228.05
Retiree + 2 or More	\$362.00	\$390.00	\$430.00	\$544.00	\$1,448.00	\$2,896.46
<b>New Value</b>						
Retiree Only	\$277.00	\$306.00	\$331.00	\$401.00	\$682.00	\$1,363.47
Retiree + 1	\$522.00	\$561.00	\$617.00	\$778.00	\$1,363.00	\$2,726.93
Retiree + 2 or More	\$724.00	\$780.00	\$860.00	\$1,088.00	\$1,773.00	\$3,545.01
<b>Blue Essentials HMO</b>						
Retiree Only	\$180.00	\$199.00	\$215.00	\$261.00	\$614.00	\$1,227.12
Retiree + 1	\$339.00	\$365.00	\$401.00	\$506.00	\$1,227.00	\$2,454.24
Retiree + 2 or More	\$471.00	\$507.00	\$559.00	\$707.00	\$1,595.00	\$3,190.51

