

On September 14, 2023, City Council adopted the FY 2024 Budget. We are pleased to share the budget includes an ad hoc Cost-of-Living Adjustment (COLA) for retirees and no increases in medical, dental, or vision premiums for 2024. We value your contributions and dedication to the City organization and San Antonio community during your City careers, and we remain 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 2024 Adopted Budget includes a **4.5% ad hoc Cost-of-Living Adjustment** for City retirees beginning in January 2024. Please note that you must have been retired from the City in 2022 or earlier to be eligible for the COLA. Those who retired after December 31, 2022 are not eligible to receive the COLA per TMRS statute.

The adopted budget also calls for **no increases to medical, dental, or vision premiums for 2024**. The maximum deductible for one individual in the Consumer Choice (CDHP) PPO family plan will be \$3,200 in 2024 due to the increase mandated by the IRS.

**Aetna Medicare Retiree Health Plans**—Aetna will continue administering Medicare Advantage plans for post-65 retirees. Three plans will continue to be offered in 2024—the **Medicare Advantage Standard PPO, Enhanced PPO, and the Pharmacy-Only plan**.

**Non-Medicare Retiree Health Plans**—Non-Medicare retirees will also continue to have three plan options available in 2024—**Consumer Choice (CDHP) PPO, New Value PPO, and Blue Essentials HMO**.

**Dental & Vision Health Benefits**—You will still have the option of dental insurance through **Humana Insurance** and vision insurance through **Vision Service Plan (VSP)**. If you currently have dental and/or vision coverage and would like to continue it, you do not need to take any action as coverage will roll over to 2024. If you do not have vision or dental insurance and would like coverage in 2024, you **must** enroll during the enrollment period listed in the chart below.

**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 GROUP	ENROLLMENT PERIOD	ACTION NECESSARY?
Aetna Medicare Retiree Health	10/30-11/10	No action necessary if no changes required for 2024
Non-Medicare Retiree Health	10/09-10/31	

### Questions

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

## Retiree Matters—Special FY 2024 Budget Edition

2024 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>Medicare Advantage Standard PPO</i>						
Retiree Only	\$25.86	\$27.55	\$29.66	\$37.94	\$40.75	\$81.50
Retiree + 1	\$51.04	\$55.94	\$59.66	\$76.22	\$81.50	\$163.00
Retiree + 2 or more	\$76.56	\$84.41	\$89.23	\$115.47	\$122.25	\$244.50
<i>Medicare Advantage Enhanced PPO</i>						
Retiree Only	\$132.76	\$134.45	\$136.56	\$144.84	\$147.65	\$188.40
Retiree + 1	\$264.84	\$269.74	\$273.46	\$290.02	\$295.30	\$376.80
Retiree + 2 or more	\$397.26	\$405.11	\$409.93	\$436.17	\$442.95	\$565.20
<i>Medicare Pharmacy-Only</i>						
Retiree Only	\$38.36	\$40.05	\$42.16	\$50.44	\$53.25	\$94.00
Retiree + 1	\$76.04	\$80.94	\$84.66	\$101.22	\$106.50	\$188.00
Retiree + 2 or more	\$114.06	\$121.91	\$126.73	\$152.97	\$159.75	\$282.00

2024 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 (CDHP) PPO</i>						
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
<i>Blue Essentials HMO</i>						
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
<i>New Value PPO</i>						
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