

RETIREE MATTERS

Issue 24 | August 2015

SPECIAL EDITION—FY 2016 PROPOSED BUDGET

City Manager Sheryl Sculley presented the Fiscal Year 2016 Proposed Budget to the City Council on August 6, 2015. The budget decreases the City's property tax rate, increases funding to streets and sidewalks, and maintains public safety spending below 66% of the general fund.

The City values your service to the San Antonio community and remains committed to providing you with a quality compensation and benefits package.

All Retirees

Cost-of-Living Adjustment (COLA)

The 2016 Proposed Budget includes an Ad Hoc COLA of 70% of the Consumer Price Index (CPI), which is the maximum rate allowable by TMRS. This maximum adjustment will equate to an approximate 1/2% increase in your monthly TMRS annuity check.

Dental & Vision Health Benefits

Dental and vision health benefits will continued to be offered in 2016. Delta Dental and Davis Vision will remain our providers in 2016. Information about these plans will be available in the next issue of *Retiree Matters*.

Medicare Retiree Health Plans

The City is in the process of reviewing proposals for our Medicare health plans and is committed to selecting a vendor that provides the highest quality plans at an affordable cost. It is expected that the new plans will continue to include PPO and HMO options. Premiums and an overview of the plans will be featured in the next issue of *Retiree Matters*.

Non-Medicare Retiree Health Plans

The Consumer Choice and New Value health plan options will still be offered in 2016, along with their 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).

HIGHLIGHTS:

- No plan changes to deductibles or out-of-pocket maximums.
- Preventive care covered at 100%.
- Health Savings Account (HSA) 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.
- Prescription drug co-pays do not apply to the Consumer Choice plan.
- IRS-approved maintenance drugs are not subject to the deductible for the Consumer Choice plan.

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DETAILS:

Proposed FY 2016 Monthly Health Care Premiums (No changes from the current premiums)

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

Health Savings Accounts, Deductibles, Out-of-Pocket Maximums, & Office Visits		
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	20% (after deductible)	\$30
Specialist (Premium Designation)		\$35
Specialist		\$55
Urgent Care		\$50

*For family coverage, the maximum to be paid by any one individual on the plan will not exceed \$6,850 beginning in 2016.

Annual Enrollment for All Retirees—Save the Date

Benefits Annual Enrollment will take place **October 12 - November 6**. Additional information about your 2016 health care plan options will be provided to you in the coming weeks. If you have questions about anything you have read, please contact your liaison Ann Solis at 210-207-0073 or Human Resources Customer Service at 210-207-8705.