

## Did You Know?

The deadline to submit dependent validation information to Buck Consultants is **Nov. 30**. On Nov. 18, a representative from Buck Consultants will be at the Retiree Open Enrollment Fair at Roosevelt Party House from 8:00 a.m.—12:00 p.m., and at 111 Plaza de Armas from 2:30 p.m.—4:30 p.m. Call Human Resources Customer Service at (210) 207-8705 for more information.

## Joining Your Ranks

### Charles Wilson, 11 Years of Service



Charles Wilson wearing one of his signature hats.

Charles Wilson retired on October 31, 2010 after serving the City for more than 11 years. Although retired, he still continues his mission of service as a pastor, counselor, and instructor. Charles recently embraced a new challenge, and began working at the national headquarters for a non-profit organization that works to strengthen families in at-risk communities. This new opportunity allows him to help others reach their potential and improve their lives, which is a cause near and dear to his heart.

## We're Social



The Human Resources Department is on popular social networks Facebook, Twitter and LinkedIn. Follow *City of San Antonio Human Resources Department* on Facebook and LinkedIn and *CitySA\_HR* on Twitter!



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## Holiday Lights and Traditions

The holiday season traditionally kicks off the day after Thanksgiving, and that's no different in San Antonio, where the River Walk bursts into its brightest display of the year. Following are special holiday events that have an authentic Alamo City feel. Happy Holidays!

**Nov. 11**

*La Tamalada at the Witte Museum*

**Nov. 20—Jan. 6**

*Annual Light the Way at the University of the Incarnate Word*

**Nov. 26—Jan. 1**

*Holiday Lights on the River Walk*

**Dec. 3—19, Weekends**

*Fiesta de las Luminarias on the River Walk*

**Dec. 11—Jan. 2**

*Museum Reach River of Lights*

**December 19**

*La Gran Posada at Market Square*

## Message from the Human Resource Director



Elizabeth Braune

The City's health benefit goals include providing affordable access to quality health care and benefits that are easy to understand and use. The RFP process for a new Medicare health plan provider is complete, and the City has selected two Humana Medicare programs. I would like to thank the retirees who participated in the selection of the new provider and provided valuable feedback throughout this process. In this issue, you will find important information regarding the upcoming 2011 Benefits Open Enrollment. Also, we invite you to attend one of the six Open Enrollment Fairs we are hosting, where you can visit with the City's benefit vendors and receive assistance in person.

## Proposed Legislation—Pension Benefits Update



The City has included in its 2011 State Legislative Program proposed legislation related to pension benefits through TMRS. A plan change was adopted for 2010 removing the annually repeating Cost of Living Adjustment (COLA) feature which was resulting in significant increases to the City's contribution to maintain these benefits. In an effort to manage future contribution rates, the City will initiate or support legislation that provides for an additional option to cities to elect COLAs for you, which are not subject to current retroactivity provisions and provides the City the ability to grant additional payments (e.g., 13th check) to you. This proposed legislation will provide additional flexibility and options for managing pension costs while providing a sound pension plan for both employees and the City. To learn more, call Human Resources Customer Service at (210) 207-8705.

## Annuity Increase Effective January 31, 2011



Beginning January 31, 2011, you will notice an increase in your monthly TMRS annuity check. The City approved an ad hoc COLA of 70% of the Consumer Price Index (CPI), which equates to approximately a 2% increase in your annuity. COLAs are intended to help you by providing an increase in your cost of living after retirement. The COLA is not related to any pay raise for active employees with the City. If active employees receive a pay raise, that doesn't necessarily mean that you will receive a COLA. Call TMRS at (800) 924-8677 for more information.

## Open Enrollment: November 15—November 30

It's time to choose your health plan for 2011! The Open Enrollment period for all retirees is **November 15—November 30**. In this issue of *Retiree Matters*, you'll learn about the health plan choices for Non-Medicare and Medicare-eligible retirees. Following this newsletter, you'll receive your benefits guide in the mail. Retirees on Medicare will receive an additional enrollment packet from Humana by November 12. The City of San Antonio will host several enrollment fairs where you can visit one-on-one with the health plan vendors and enroll on-site. See a list of the fairs below.



### Non-Medicare Retirees

The City will continue to offer Non-Medicare retirees the Value PPO, Standard PPO, and Premier PPO health plans administered by UnitedHealthcare. The EPO health plan will no longer be available. You will be enrolled automatically in the health plans you have today if you take no action during Open Enrollment. If you are enrolled in the EPO plan and do not change your election during Open Enrollment, you will be passively enrolled in the Premier PPO plan for 2011.



### Retirees on Medicare

If you are eligible for Medicare, you must enroll in Medicare Parts A and B. The City has changed its Medicare plan providers. The new vendor is Humana. Medicare-eligible retirees can choose between a Humana Medicare Advantage PPO or Humana Medicare Advantage HMO. The Humana plans feature lower monthly premiums and access to services and discounts that can improve your overall well-being. You can save on wellness products such as over-the-counter drugs, vitamins, and nutritional supplements. You will also get dental, hearing, and vision care discounts as part of your plan. Humana also offers a discounted weight-loss program and roadside assistance. The City will no longer offer the AARP Medicare Supplement Plan administered by UnitedHealthcare, Aetna Golden HMO or the CitiMed plan. **All Medicare-eligible retirees, including retirees with Medicare under age 65, will need to enroll in one of the two Humana Medicare Advantage plans.**

### Open Enrollment Fairs

We know that selecting a health plan is an important decision for you and your family. We're here to help. Attend an enrollment fair (see dates and times below) to visit one-on-one with UnitedHealthcare, Humana, and Employee Benefits representatives. The fairs will include a presentation by Humana to explain the plan choices. In addition, a representative from Buck Consultants will be on-site at the fair on November 18 to assist you with questions regarding the dependent validation. If you have any questions, contact us at (210) 207-8705 or [HRCustomerService@sanantonio.gov](mailto:HRCustomerService@sanantonio.gov).

- **November 15, 1:00 p.m.—4:00 p.m.**, Lion's Field Adult & Senior Center, Community Room, 2809 Broadway, 78209
- **November 17, 8:00 a.m.—11:30 a.m.**, Development & Business Services Center (One-Stop), Training Rooms A & B, 1901 S. Alamo, 78204
- **November 18, 8:00 a.m.—12:00 p.m.**, Roosevelt Park, Party House, 331 Roosevelt Ave., 78210
- **November 22, 1:00 p.m.—4:00 p.m.**, Humana Office, 4th Floor Conference Room, 8431 Fredericksburg Rd. Ste. 500, 78229
- **November 23, 8:00 a.m.—12:00 p.m.**, Harlandale Park, Community Center Game Room, 7227 Briar Place, 78221
- **November 30, 8:00 a.m.—12:00 p.m.**, Frank Garrett Multi-Service Center, Gym, 1226 NW 18th St., 78207

## Retiree Contributions

The City values your dedicated years of service and we are pleased to make available a generous retiree medical benefit program. Retiree contributions comprise a fraction of the actual cost of the retiree health plan. On average, the City pays 66% of the total premium. If you are not eligible for Medicare, we encourage you to consider payment using automated bank draft. Contact Human Resources Customer Service to complete a form. If you are participating in a Medicare retiree health plan, you will pay contributions directly to Humana using an automated bank draft. More information will be provided in your Humana enrollment packet.

Non-Medicare Premiums (Monthly)				
Years of Service	30+	25-29	20-24	19 & Under
<b>Value PPO</b>				
Retiree Only	\$232	\$254	\$274	\$345
Retiree + 1	\$428	\$451	\$498	\$661
Retiree + 2 or More	\$591	\$625	\$692	\$924
<b>Standard PPO</b>				
Retiree Only	\$256	\$267	\$288	\$363
Retiree + 1	\$481	\$507	\$560	\$744
Retiree + 2 or More	\$654	\$690	\$764	\$1,022
<b>Premier PPO</b>				
Retiree Only	\$339	\$354	\$385	\$490
Retiree + 1	\$620	\$654	\$724	\$968
Retiree + 2 or More	\$752	\$795	\$882	\$1,186

Medicare Premiums (Monthly)				
Years of Service	30+	25-29	20-24	19 & Under
<b>Humana Retiree PPO</b>				
Retiree Only	\$81	\$89	\$95	\$122
Retiree + 1	\$163	\$179	\$190	\$244
Retiree + 2 or More	\$244	\$268	\$285	\$366
<b>Humana HMO</b>				
Retiree Only	\$54	\$59	\$63	\$76
Retiree + 1	\$101	\$108	\$122	\$180
Retiree + 2 or More	\$151	\$162	\$184	\$254

## Contacts

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[cosaretiree@sanantonio.gov](mailto:cosaretiree@sanantonio.gov)  
[tmrsquestions@sanantonio.gov](mailto:tmrsquestions@sanantonio.gov)

**Texas Municipal Retirement System**  
 (800) 924-8677  
[www.tmrs.org](http://www.tmrs.org)

**UnitedHealthcare**  
 Customer Care  
 (800) 996-2078  
[www.myuhc.com](http://www.myuhc.com)

**Humana Group Medicare**  
 Customer Care  
 (866) 396-8810  
[www.humana.com](http://www.humana.com)

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