

RETIREE PROPOSED BENEFITS



On July 9, 2021, City Manager Cronk presented the FY22 proposed budget to the City Council. A final budget will be approved in August 2021. The medical plan rates will remain the same. However, plan design changes have been proposed for the first time since 2017. In 2022, there will be increases to the copays and coinsurance amounts for the PPO and HMO plans.

2022 BENEFIT HIGHLIGHTS

The City of Austin (City) offers a competitive benefit package for retirees. Understanding your benefits and being informed helps lower health care costs for both retirees and the City.

Medical Plan—No rate increases. Retirees have not seen an increase in rates since 2018.

Vision Plan—Rates will decrease for all coverage levels.

Dental—No rate increases or plan design changes.

2022 NEW BENEFIT VENDORS

NEW Employee Assistance Program (EAP)

Vendor—

ComPsych Employee Assistance, Inc., will replace Deer Oaks as the new vendor.

- The benefit includes five counseling sessions at **no cost** with qualified, diverse providers to meet your specific needs.
- A new mobile app will be available from ComPsych for virtual and telephonic counseling, and digital intake.

NEW Vision Plan Vendor—Avesis Vision will replace Davis Vision as the new vendor.

- Larger provider network, including Texas State Optical (TSO) across all of Texas.
- Ability to order frames online.
- All enrolled participants will receive a new ID card.
- Avesis Vision does not offer an Exclusive Collection of frames.

2022 PROPOSED BENEFIT PLAN DESIGN CHANGES

PPO Medical Plan Changes:

- Primary Care copay from \$10 to \$15 (Tier 1) & from \$25 to \$30 (Tier 2).
- Specialist copay from \$25 to \$30 (Tier 1) & from \$45 to \$50 (Tier 2).
- Urgent Care copay from \$35 to \$40.
- ER copay from \$200 to \$300.
- Rehabilitation Therapy copay from \$35 to \$40.
- In-network deductible from \$500 to \$600.
- Out-of-network deductible from \$1,500 to \$2,000.
- Out-of-network, in-patient admission from \$250 per day copay to \$500 per admission.
- Out-of-pocket maximum from \$4,000 to \$4,250 (Individual) & from \$12,700 to \$13,250 (Family).

HMO Medical Plan Changes:

- Primary Care copay from \$10 to \$15 (Tier 1) & from \$25 to \$30 (Tier 2).
- Specialist copay from \$35 to \$40 (Tier 1) & from \$55 to \$60 (Tier 2).
- Urgent Care copay from \$45 to \$50.
- ER copay from \$250 to \$350.
- Ambulance copay from \$200 to \$300.
- Rehabilitation Therapy from \$45 to \$50.
- Hospital admission copay from \$1,500 to \$1,750 (Tier 1) & from \$2,500 to \$3,000 (Tier 2).
- Out-of-pocket maximum from \$4,500 to \$4,750 (Individual) & from \$8,000 to \$9,500 (Family).



2022 PROPOSED MEDICAL RATES FOR RETIREES. RATES YOU PAY FOR
MEDICAL AND PHARMACY BENEFITS HAVE REMAINED UNCHANGED SINCE 2018!

| Retirees without Medicare | CDHP w/HRA | | PPO | | HMO | |
|--|--------------|------------|--------------|------------|--------------|------------|
| | Retiree Pays | City Pays | Retiree Pays | City Pays | Retiree Pays | City Pays |
| 20+ Years of Service | | | | | | |
| Retiree without Medicare | \$169.07 | \$676.30 | \$190.43 | \$946.01 | \$200.43 | \$1,131.16 |
| Retiree & Spouse/DP both without Medicare | \$507.24 | \$1,014.46 | \$643.68 | \$1,401.94 | \$653.68 | \$1,743.21 |
| Retiree & Spouse/DP both without Medicare & Family | \$676.33 | \$1,183.55 | \$871.00 | \$1,629.22 | \$881.00 | \$2,048.54 |

| Retirees with Medicare | CDHP w/HRA | | PPO | | HMO | |
|---|--------------|-----------|--------------|-----------|--------------|-----------|
| | Retiree Pays | City Pays | Retiree Pays | City Pays | Retiree Pays | City Pays |
| 20+ Years of Service | | | | | | |
| Retiree with Medicare | \$86.48 | \$345.94 | \$101.11 | \$414.81 | \$101.11 | \$376.59 |
| Retiree & Spouse/DP both with Medicare | \$368.25 | \$627.71 | \$454.12 | \$730.86 | \$454.12 | \$664.06 |
| Retiree & Spouse/DP both with Medicare & Family | \$537.84 | \$797.29 | \$652.21 | \$928.90 | \$652.21 | \$902.19 |

*This is not full list of Retiree rates. The 2022 Retiree Benefits Guide will be mailed in October and includes all rates.

2022 PROPOSED BENEFIT PLAN DESIGN CHANGES (CONTINUED)

CDHP w/HRA Employer Contributions—There will be no plan design changes for the CHDP with HRA account. The City will continue to contribute \$500 for Retiree Only coverage and \$1000 for Retiree & Family coverage to the retiree's CDHP w/HRA account for retirees with 20+ years of service. Retirees with less than 20 years of service will receive a reduced Employer Contribution.

NEW Livongo Program—Get help managing diabetes and hypertension with Livongo. When you join you will receive a welcome kit with a Livongo connected meter, unlimited strips and lancets, a lancing device, carry case, and support from health coaches you can trust at **no cost** to you. Contact BCBSTX at **888-907-7880** to enroll.

Vision Plan Rates—the amount you pay per month will decrease.

- Retiree Only from \$4.60 to \$3.96.
- Retiree & Spouse from \$9.14 to \$8.56.
- Retiree & Children from \$8.98 to \$8.12.
- Retiree & Family from \$13.68 to \$12.94.

WELLNESS

- **Mammo Mixers**—Retirees and spouses enrolled in a City Medical plan can receive a mammogram at **no cost**, physician referral is not required.
 - * Location—St. David's Professional Bldg, 900 E. 30th St., Suite 111.
 - * Questions—Call HealthyConnections for more information at (512) 974-3284.



| 2021 Schedule for Mammo Mixers | |
|--------------------------------|-----------------|
| 8/10—8/13/2021 | 7:00 am—4:00 pm |
| 8/17—8/20/2021 | 7:00 am—4:00 pm |
| 8/24—8/27/2021 | 7:00 am—4:00 pm |