



TO: ALL CITY BAKERSFIELD RETIREES
FROM: HUMAN RESOURCES DIVISION
SUBJECT: RETIREE HEALTH INSURANCE PLANS FOR 2017

DATE: October 21, 2016

The City recently concluded the 2017 healthcare plan renewal process which was approved by the City Council on September 28, 2016, upon final recommendation by both the Insurance Committee and the Personnel Committee.

NEW

The City, upon notification of the termination of the two retiree dental plans offered by United Healthcare took the opportunity to issue an RFP to receive alternative plans to those that were being proposed by United Healthcare to replace its previous plans. As a result of the RFP, United Concordia Dental proposed a DHMO plan for retirees that would allow the City to offer an improved benefit design over the lower benefit plan offered previously and reduce the cost to the retirees enrolled in the Regency Plan. The single DHMO plan that is being offered through United Concordia, is an improved benefit for the participants in the Trinity plan, at the same level of benefits as previously offered in the Regency plan by United Healthcare, but at a lower cost.

If your dentist is not in the new dental plan, you will have to select a dentist that is participating with United Concordia. Enclosed in your packet is an enrollment form and a provider list for ease in making your selection. If you do not make a selection, United Concordia will assign you a provider which you may change at any time. A complete list of dentists is also available on the United Concordia Website at www.unitedconcordia.com or you can call United Concordia customer service at 866-357-3304.

2017 RATE INFORMATION:

Blue Shield premium changes:

Retiree PPO Plan	4.13%
Retiree Medicare Advantage (over 65)	-22.0%

Kaiser Permanente premium changes:

Retiree (under 65)	15.1%
Senior Advantage (over 65 with Medicare)	1.0%
Deductible HMO	14.8%

Retiree Subsidy 2017

The years of service contribution for the plan year 2017 will be \$9.99 per year of service. This City contribution, which was approved by the Council many years ago, is based on a formula of 3% of the lowest HMO premium rate, under 65 to a maximum of 30 years or \$299.70.

Retiree Health Plan Open Enrollment

Open enrollment for Retiree 2017 benefit elections will be **Monday, October 24, 2016 through Wednesday, November 23, 2016.**

During this time period you may change your current medical or dental plan elections or add/delete dependent(s) to your benefits. It is important that you consider the following:

- ✓ If you are planning to change to a Medicare Risk Plan (Blue Shield Medicare Advantage or Kaiser Senior Advantage) or currently in one, and your total medical premium is less than your years of service amount, you will receive a "Part B refund" up to \$42.50 each month. For these plans you must have Part A & B of Medicare.
- ✓ If you are enrolled or are considering to enroll in a Medicare Risk Plan (Blue Shield Medicare Advantage or Kaiser Senior Advantage) you do not need to sign up for the Medicare Part D. This is all handled by the City of Bakersfield.
- ✓ If you plan to enroll in the Blue Shield Medicare Advantage Plan for 2017 you must complete the 2017 Blue Shield 65 Plus Enrollment Form and the City enrollment form.
- ✓ If you do sign up for Part D you will be cancelled from the City's insurance and it could potentially cost you thousands of dollars.

Please review your current personalized medical premium listing to see 2017 rates. Should you wish to make plan changes for 2017, Benefit Election Change forms will be available in the Human Resources Lobby during regular business hours; 8 am to 5 pm; Monday through Friday. Forms, and other general benefit information, are also available on the City's webpage at: www.bakersfieldcity.us > Government > Departments > Human Resources > Benefits. For those making changes, please return those new election forms to the Human Resources office at 1600 Truxtun Ave; 1st floor.

****IMPORTANT****

1. All health plan forms must be received by the Human Resources Division no later than 5:00 PM on Wednesday, November 23, 2016.
2. All coverage elections will become effective, January 1, 2017.
3. If you do not wish to make changes to your current coverage, NO action is required and all 2016 coverage will continue for the 2017 plan year.

Also Effective 1/1/17, those enrolled in the Blue shield mail order prescription service, will now receive this service through the CVS network, instead of PrimeMail. We see this as a benefit due to CVS having greater buying power and a greater network than what we have experienced before. Your enrollment in the mail order service will automatically roll-over however, your secure payment information will not. You will be required to re-register. Please watch for more information in early November.

Benefits Fair

- Tuesday, November 8, 2016, 9:00 AM – 1:00 PM, Rabobank Convention Center, 1001 Truxtun Avenue, Bakersfield, CA 93301.
- Representatives from Kaiser Permanente, Blue Shield and United Concordia will be present to answer questions regarding 2017 health care plans. HR staff will also be present to answer questions and assist with completing necessary benefit forms. The following sessions will take place:

9:00 a.m.	United Concordia Dental DHMO Plan (New Dental Provider!)
9:30 a.m.	Blue Shield Medicare Advantage
10:00 a.m.	Blue Shield PPO
10:30 a.m.	Kaiser Permanente

- We strongly encourage you to look on our website first to find the answers to your questions, website links to the carriers and any forms you may need. Should you have additional questions or unable to locate resources, please contact Human Resources, at (661) 326-3773 or email at, AdmHrs@bakersfieldcity.us.

We hope you continue to see the benefit these plans provide and wish you optimal health and wellness in 2017!