



IMPORTANT UPDATES ON CITY OF PHOENIX RETIREE HEALTH PLANS

City of Phoenix Benefits Office

Two important changes are coming to the City of Phoenix retiree health plans:

Retiree Health Plan Enrollment Period Changes

As recommended by the Health Care Benefits Trust Board and adopted by the City, effective January 1, 2024, if you are not enrolled in a City retiree health plan, you will not be able to enroll or re-enroll in the City's retiree health plans. This change applies to dental, vision, and non-Medicare medical plans individually.

Also, as of January 1, 2024, retirees will have 31 days from the end of either their active City-sponsored health coverage, or their City COBRA coverage, to elect and submit payment for medical, dental, and vision coverage. If elections are not made within 31 days, the retiree will be unable to enroll in the City's retiree's health plans in the future.

A retiree's benefits elections can only be changed mid-plan year when a Qualified Life Event is experienced. Please see the document library on the Benefits website for a list of current Qualified Live Events (Website: phoenix.gov/benefits). Retirees can also make changes to their benefits elections during the City's Annual Open Enrollment for the next calendar year.

If you are not currently enrolled in the City's health benefits, and are interested in more information, you can visit the [City's retiree benefits website](#). If you are interested in enrolling in City health benefits, the City's benefits office needs to receive your retiree enrollment form by Thursday, December 28, 2023, to process your request for the 2024 plan year.

Non-Medicare Medical Retiree Plan Sunset

The non-Medicare medical retiree plans will end and no longer be available on December 31, 2025 unless the plan is unable to procure re-insurance (stop loss) and/or enrollment falls below a threshold where costs are no longer sustainable, in which case the plans would end sooner than December 31, 2025. This does not affect the available Medicare plans offered.

Closer to December of 2025, the City will partner with benefits consultants and insurance carriers to offer education and trainings regarding navigating enrollment in a non-Medicare plan offered through the federal marketplace.



The City will be offering virtual information sessions to answer non-Medicare medical retiree plan questions on the dates and at the times listed below. Information about how to access these sessions are posted on benefits website.

Date	Time
October 5	9:00 – 10:30am
October 12	2:00 – 3:30pm
October 19	9:00 – 10:30am
October 25	2:00 – 3:30pm
November 6	9:00 – 10:30am

The City is reviewing how this will affect category MERP and will provide more information on a future date.

If you have additional questions, you can contact the City's Benefits Office via email at benefits.questions@phoenix.gov or by phone at 602-262-4777. Or visit our website at www.phoenix.gov/benefitsretiree.