



IMPORTANT UPDATES ON CITY OF PHOENIX RETIREE HEALTH PLANS

REMINDER AND UPDATE

RE: Non-Medicare Medical Retiree Plans Sunset

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

Closer to the sunset date, the City will partner with benefits consultants and insurance carriers to offer education and trainings on how to navigate enrolling in a non-Medicare plan offered through the federal marketplace.

Update: Category Medical Expense Reimbursement Plan (MERP), will no longer be available once the non-Medicare retiree plans end because the benefit is tied to enrollment in a City retiree non-Medicare medical plan. This will not impact Basic MERP or Supplemental MERP. Please see the benefits book for more information on these benefits.

The City will continue offering information sessions to answer questions regarding the non-Medicare medical retiree plans. Visit the phoenix.gov/benefitsretiree website for up-to-date information regarding City of Phoenix retiree health plans updates and future scheduled events.

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.