



**New York City  
Office of Labor Relations  
Health Benefits Program**  
nyc.gov/olr

**HBP**

**Date:** July 2016  
**To:** All Employees  
**Subject:** Health Benefits Program Rate Changes

**I) Health Plan Rates Effective July 1, 2016**

The payroll deduction for the basic plans and optional riders for most of the plans listed on the back of this notice are changing in July. Basic coverage is available at no cost to the subscriber under certain plans, while other plans require a payroll deduction. Please review the deductions on your check in the first full payroll period in July with the July 2016 rates.

**Please be advised that these rates are subject to change.** In the event of a rate change, your payroll deduction may either decrease or increase. You will be notified of any future rate changes.

**II) Special Reminder to Medicare-Eligible Employees and Dependents (this does not apply to over age 65 domestic partners of employees)**

Federal law requires the City of New York to offer employees over age 65 the same coverage under the same conditions as those that are offered to employees under age 65. The same stipulation also applies to dependents over age 65 and those covered by Medicare through the Special Provisions of the Social Security Act for the Disabled. In such cases, enrollment in a City health plan is primary coverage and Medicare, if applicable, becomes secondary coverage. Make sure that you and your dependent(s) (if enrolled in your coverage) inform all health care providers that your City health coverage is your and your dependent(s) primary coverage. If you and/or your dependent(s) are Medicare-eligible and want Medicare to be your primary coverage, you must waive your City health coverage.

**III) Fall Transfer Period**

The annual transfer period will be held in the Fall for employees. You will be notified of the exact dates. During that period employees can:

- Transfer to another health plan
- Add or drop an optional rider
- Change health premium contribution tax status
- Elect the Buy-Out Waiver Program

Any changes selected during the Fall Transfer Period will become effective the first day of the first full payroll period in January 2017.