New York City
Office of Labor Relations
Health Benefits Program

nyc.gov/olr

Date: **July 2026**

To: **All Employees**

Subject: **Health Benefits Program Rate Changes**

I) Health Plan Rate Changes Effective July 1, 2026

Enclosed please find the Health Benefits Program rate chart effective for the first full pay period in July 2026. 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 paycheck in the first full payroll period in July to ensure that they match with the July 2026 rate changes.

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. Notice of any rate changes will be available through the Health Benefits Program website at nyc.gov/hbp.

II) Fall Transfer Period (November 1, 2026 - November 30, 2026)

This year, the annual transfer period will be held in November for active employees. During that period, employees can:

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

Any changes made during the Fall Transfer Period will become effective on the first day of the first full payroll period in January 2027.

III) Updating Your Personal Information/Domestic Partner taxation

You may update the below information through Employee Self-Service or by contacting your Agency personnel department. Please also notify your Welfare Fund/Union separately of any changes.

- Address update
- Marital status update
- Domestic partner status update: the amount paid by an employer attributable to coverage of a domestic partner is treated as part of the participant's gross income for tax purposes.

IV) 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 dependents, 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.

V) Transitioning to Retirement: Employee to Retiree City Health Coverage

As you get ready to retire, there are many things you need to consider with regard to your health benefits. Please visit the OLR website at https://www.nyc.gov/site/olr/health/health-videos.page to view our transition to retirement videos.

These videos will guide you through the steps involved in transitioning your health benefits from employee to retiree status. Below are some of the steps you should take to ensure your benefits transfer from active service to retiree status.

- Visit your pension system to establish your retirement date and to obtain documentation of your pension credible years of service.
- Complete the Retiree Health Benefits Application/Change Form and have your HR department complete and certify Section G of the application.
- If you are retiring and you and/or your covered eligible dependent are 65 and over, you and/or your covered eligible dependent must enroll in Medicare Parts A and B. Please complete a SEP form (CMS L564) for you and/or your covered eligible dependent via your Agency HR prior to applying for Medicare Parts A and Part B in order to avoid any late enrollment penalties for Medicare Part B.
- Please refer to the Health Benefits Program SPD and the retiree rate chart at https://www.nyc.gov/site/olr/health/summaryofplans/summaryofplanshome.page for information on the plans available to retirees and the rates. These rates are subject to change.