

CITY 401 (h) PLAN RETIREE MEDICAL REIMBURSEMENT PLAN

SPECIAL FEATURES OF THE 401(h) PLAN

1. What is a 401(h) Plan?

This plan allows retirees from the City to apply for reimbursement of medical expenses incurred after RETIREMENT from the City (either due to disability or normal retirement).

2. How do I enroll?

When you enroll in the 401(a) Plan, you may choose to designate a portion of the City's contribution on your behalf as 401(h) contributions.

How much of the City's contribution can be used for the 401(h) Plan?

You can decide to have nothing assigned, or you can choose to put up to 25% of the City's contribution into the 401(h) account in your Plan. All 401(h) monies will be segregated on your quarterly benefit statements so that you can distinguish the amounts available within your 401(a) account and the separate amounts available within your 401(h) account.

3. Once I elect to put 25% (or less) into the 401(h) account, can I revoke that election?

Yes, at any time, including at the time of separation from service, you may designate the 401(h) money as 401(a) money, and take it with you at retirement or termination.

4. If I do not revoke this election at retirement or termination from service, how can I access the 401(h) account?

If you have retired, and you have a medical expense, you may apply to the City for reimbursement of that expense. A form is available from our plan administrators for this purpose. Medical expenses that can be reimbursed include the following:

- Medical care provided by a doctor, chiropractor, acupuncturist, physical therapist, or other licensed medical care provider.
- Dental care provided by a dentist, dental hygienist, dental technician, or other licensed dental care provider.
- Care given by an optometrist, or ophthalmologist, including eyeglasses and contact lenses prescribed by a licensed professional.
- Pharmaceuticals prescribed by a physician or licensed health care provider.
- Nursing care or expenses associated with care given to you within a nursing care facility.
- Medical, dental, or vision care as described above for your spouse or dependent.

5. May I receive benefits if I have not yet reached retirement age?

In most cases, the answer is no. However, if you have become totally disabled and have retired due to disability before attaining Normal Retirement Age, then you may.