

## HDHP = PPO2500

- Alliance Select or Preferred Care Blue Network with in and out of network providers (just like other PPO's)
- \$2500 individual deductible in network
- \$5000 family deductible in network (regardless of 2 person or more coverage, entire \$5000 must be satisfied before employee receives any benefit)
- EOB still comes to employee and employee DOES receive network provider discount. Then employee pays discounted bill in it's entirety until deductible is satisfied.
- 0% co-insurance. Once deductible has been reached, employee pays \$0 of covered expenses.
- \$25 co-pay will be all that is charged when covered member has a service that would be considered preventive in nature; and co-pay does count toward deductible unlike with other plans. Examples of what is preventive:
  - o Immunizations and well-child care
  - o Yearly type screenings such as mammograms, PSA, colonoscopy, Pap/pelvic exams etc.
  - o Yearly health exam and tests that might go with that exam.
  - o Routine pre-natal care
  - o Preventive care is generally NOT any service intended to treat an existing injury, illness or condition
- Most prescriptions do not have co-pays with exception of maintenance meds identified by category in enrollment guide, those meds have co-pay of \$25 which does count. Other drugs - cost of drug is discounted at preferred pharmacies vs. non-preferred but then that full cost is what will be charged and counted towards satisfying the deductible. Once deductible is satisfied, employee pays \$0 for authorized prescriptions received at preferred pharmacies.

## Health Savings Account

- If an employee is enrolled in a qualified HDHP, like our PPO2500, AND
  - o They are not covered by anyone else's non-qualified HDHP
  - o They are not eligible for Medicare
  - o They are not on their own or anyone else's General Purpose FSA
    - You can be covered by Limited Purpose FSA (vision, dental, dep care)
- Enrollment is through Midwest Heritage Bank
  - o Call 1-800-782-0521 for inquiry
  - o Go to [www.mhbank.com](http://www.mhbank.com)
  - o Get paper enrollment packet from benefit department
  - o Can enroll at any time, no deadlines or open enrollment period. Timing of enrollment does effect amount can set aside.
- Contributions can be made by payroll deduct on pre-tax basis and/or by lump sum post-tax. Fill out payroll deduct form available on the Net.
- Contributions can not exceed \$2900 (single coverage) or \$5800 (two person or family coverage).
  - o If doing payroll deduct, HV will match up to \$500 annually which is included in total contribution (\$2400 from ee; \$500 from HV = \$2900)
- To change contributions must contact Sheila Laing or send in new payroll deduct form.
- Withdrawals come from the bank; employee can use debit card to pay (if have money in account); can pay themselves back (write check to pharmacy from personal account and then write check to yourself from HSA account). They get checks and debit card when enroll. Have to have money in account to withdraw funds.
- Bank tracks contributions and withdrawals; IRS form will be mailed to ee at year end for both
- Monies not used roll over from year to year, no ending
- Year end balances may be invested in mutual funds for tax free interest earnings, contact the bank
- Monies can be used to pay for medical, dental, vision type expenses (similar to FSA without dependent care); retiree plan premiums (not premiums for active employees and not Medicare premiums)

- Account will have a beneficiary who can use the HSA just like you did or can use it for non-qualified expenses (not medical etc) and pay taxes on it