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LEWIS & CLARK COLLEGE

# HIGH DEDUCTIBLE HEALTH PLAN

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The Partners Group

# MEDICAL PLAN DESIGN – HDHP OPTION

PLAN DESIGN	KAISER HDHP OPTION
	<i>KAISER NETWORK</i>
Deductible	\$1,500 Individual
	\$3,000 Family
Out-of-Pocket Maximum (Includes Deductible, Copays, etc.)	\$2,500 Individual
	\$5,000 Family
PCP Office Visit	10% (after deductible)
Specialist Visit	10% (after deductible)
Preventive Care Visit	Covered in Full
Urgent Care	10% (after deductible)
Lab & X-Ray	10% (after deductible)
CT, MRI, PET, etc.	10% (after deductible)
Inpatient Hospital	10% (after deductible)
Outpatient Surgery	10% (after deductible)
Emergency Room	10% (after deductible)
Alternative Care <i>Chiropractic</i> <i>Acupuncture</i> <i>Massage</i>	\$25 (after deductible); 20 visits PCY \$25 (after deductible); 12 visits PCY \$25 (after deductible); 12 visits PCY
Prescription Drugs <i>Tier 1 / Tier 2 / Tier 3</i> <i>Specialty Drug</i> <i>Mail Order</i>	After deductible is met co-pays are: \$15 / \$30 / \$50 \$150 Retail Copay 2x Retail Copay



# HEALTH SAVINGS ACCOUNT – ALLEGIANCE

- The HSA will continue to be administered by Allegiance
- Lewis & Clark contributes half of your deductible to your HSA!
  - Individual Coverage: \$750 per year
  - Individuals + Spouse/Dependents: \$1,500 per year
- IRS Contribution Limits:

	2022	2023
Single coverage	\$3,650	\$3,850
Family (EE and 1+ dep)	\$7,300	\$7,750
Aged 55+	Additional catch-up contribution of \$1,000	

- Funds may be used to pay for qualified medical, dental, vision expenses at any time without federal tax liability
- Withdrawals for non-medical expenses may incur tax penalties

# WHAT IS A HEALTH SAVINGS ACCOUNT?

- A health savings account (HSA) is an account that you can use to pay medical expenses:
  - Must be in conjunction with a high-deductible health plan (HDHP)
  - Owned by the employee
  - Great tax advantages!
    - **Contribute pre-tax**
    - **Funds accrue tax-free**
    - **Withdraw funds tax-free (if used for eligible medical expenses)**

# WHO IS ELIGIBLE FOR AN HSA?

Anyone who is:

- Covered by an HDHP
- Not enrolled in Medicare
- Not covered under other health insurance\*
- Not another person's dependent (must be tax-qualified)

\* Other health insurance does not include: specific disease or illness insurance, accident, disability, dental care, vision care and long-term care insurance

# — USING HSA FUNDS

- HSA funds can be used for qualified medical expenses for the following people:
  - The account holder (person covered by the HDHP)
  - Spouse of that individual (even if not covered by the HDHP)
  - Tax qualified dependents of that individual (even if not covered by the HDHP)

# — QUALIFIED MEDICAL EXPENSES

- Same as an FSA - Examples of qualified medical expenses include:
  - Most medical care that is subject to your deductible (copays, coinsurance, doctor visits, inpatient or outpatient treatment, etc.)
  - Prescription drugs
  - Over-the-counter drugs
  - Insulin
  - Dental and vision care
- Unlike FSA - “Select” insurance premiums
  - COBRA, qualified long-term care insurance, health insurance premiums paid while receiving unemployment benefits, health insurance after you turn 65 except for a Medicare supplemental policy

# RECORD KEEPING

- Between you and IRS
- Whenever HSA funds are used, keep your receipt.
- It may be necessary to prove to IRS that HSA distributions were used for qualified medical expenses.
- If IRS requests receipts for verification purposes, failure to provide receipts could result in a penalty