

# WHICH PLAN SHOULD I CHOOSE?

	Traditional HMO Plan	HDHP Plan
<b>FIXED COST</b> Annual payroll contribution	You: \$1,341.84 Family: \$7,883.32	You: \$623.56 Family: \$5,183.36
<b>VARIABLE COST</b> Maximum annual cost share (in-network out-of-pocket cost) for services; includes all copays, deductible and coinsurance	You: \$2,000 Family: \$4,000	You: \$2,500 Family: \$5,000
<b>TOTAL MAXIMUM LIABILITY</b> (annual payroll contribution + Max. OOP cost)	You: \$3,341.84 Family: \$11,883.32	You: \$3,123.56 Family: \$10,183.36
<b>Target profile</b>	Employees who are ok with a higher monthly contribution and value fixed costs at time of service (i.e. office visit copay)	Employees who value a lower monthly contribution as well as value the idea of saving money on a pretax basis for current and future health expenses



# HOW DO MY BENEFITS WORK? EXAMPLE #1

John rides his bike to work every day. On his way to work, he collides with another rider and is thrown off his bike. John is currently enrolled on the Traditional HMO plan. What is John’s bottom line after a visit to Urgent Care and an outpatient surgery and how does that compare to the HDHP plan?

Service	Cost before plan	Traditional HMO Plan Out of Pocket	HDHP Plan Out of Pocket
Urgent Care visit	\$250	\$40 copay	\$250 (applies towards \$1,500 Deductible)
X-ray	\$500	\$20 copay	\$500 (applies towards \$1,500 Deductible)
4 Acupuncture visits (follow-up)	\$75 per visits	\$25 copay x 3 = \$75	\$300 (applies towards \$1,500 Deductible)
Outpatient Surgery	\$2,000	\$50 copay	\$450 (\$1,500 deductible met) \$155 coinsurance
2 prescriptions	\$44	\$15 generic copay x 2 = \$30	\$15 generic copay x 2 = \$30 (deductible met)
Total Out of Pocket:	\$6,160	<b>\$215</b>	<b>\$1,685</b>
Payroll Contribution:		\$1,341.84/year	\$623.56/year
Less Lewis and Clark HSA Contribution		N/A	(\$750)
Total Combined Out of Pocket		<b>\$1,556.84</b>	<b>\$1,558.56</b>

# HOW DO MY BENEFITS WORK? EXAMPLE #2

Bill and his wife Lisa are both adventurous and love to take risks. They went rock climbing and Lisa fell and injured herself. She went to Urgent Care, had an X-ray and was also referred to get an MRI. Bill and Lisa are currently enrolled on the Traditional HMO plan and are considering the HDHP plan at next open enrollment. What would Lisa's bottom line cost be for each plan?

Service	Cost before plan	Traditional HMO Plan Out of Pocket	HDHP Plan Out of Pocket
Urgent Care visit	\$250	\$40 copay	\$250 (applies towards \$3,000 deductible)
X-Ray	\$500	\$20 copay	\$500 (applies towards \$3,000 deductible)
MRI	\$3,000	\$50 copay	\$2,250 (\$3,000 deductible met) \$75 coinsurance
4 prescriptions	\$150	\$15 generic copay x 4 = \$60	\$15 coinsurance
Total Out of Pocket:	\$3,900	<b>\$170</b>	<b>\$3,090</b>
Payroll Contribution:		\$5,474.71/year	\$3,569.89/year
Less Lewis and Clark HSA Contribution		N/A	(\$1,500)
Total Combined Out of Pocket		<b>\$5,644.71</b>	<b>\$5,159.89</b>