

Which plan is right for me?



PPO vs. HDHP

EMR encourages you to carefully review our medical plan options in comparison to your average medical plan costs per year. If you and your family are in relatively good health, you should consider utilizing the High Deductible Health Plan (HDHP).

When you enroll in the HDHP, EMR will contribute \$1,000 to a Health Savings Account (HSA) on your behalf. You are also able to contribute tax-free money to an HSA up to annual limits through payroll deductions.

It's important to know that contributions to your HSA will be made throughout the year, and unlike your FSA, the money will not all be available right away. If you decide to enroll in the HDHP, you could contribute the difference in payroll deductions to your HSA so there are more funds available. Any amount contributed to the HSA is yours and you get to take it with you.

For most employees, the HDHP is the better option.

Don't pay more than you need to!

The HDHP costs \$2,400 less annually in payroll deductions than the PPO plan.

Scenario 1: Michael has employee only coverage through EMR. He visits the emergency room after getting a broken leg while hiking. He also has two follow up visits with his doctor to make sure his leg is healing properly. His lowest cost option is the EMR HDHP.

| COST COMPONENTS (ANNUAL) | PPO PLAN | HDHP |
|--------------------------------|----------------|----------------|
| PAYROLL CONTRIBUTIONS | | |
| Employee only | \$3,516 | \$1,104 |
| OUT-OF-POCKET COSTS | | |
| Emergency room visit | \$375 | \$1,500 |
| Primary care visits (2) | \$50 | \$200 |
| EMR's HSA contribution | - | (\$1,000) |
| EMR's FSA contribution | (\$500) | - |
| Net out-of-pocket costs | \$0 | \$700 |
| TOTAL EMPLOYEE COST | \$3,516 | \$1,804 |
| SAVINGS COMPARED TO PPO | N/A | \$1,712 |

Scenario assumes: \$1,700 in medical charges; Full FSA and HSA funds available for out-of-pocket costs at time of incident

Scenario 2: John covers his family through EMR. John is diabetic and needs ongoing medical care. With the help of the Livongo diabetes management program offered by EMR, John has avoided going to the emergency room this year. John's wife Deborah needs a knee replacement due to her osteoarthritis. This is an outpatient procedure. Their two children are generally healthy and go to their pediatrician for ongoing preventive care. Their lowest cost option is the EMR HDHP.

| COST COMPONENTS (ANNUAL) | PPO PLAN | HDHP |
|--------------------------------|-----------------|-----------------|
| PAYROLL CONTRIBUTIONS | | |
| Employee + family | \$13,020 | \$4,272 |
| OUT-OF-POCKET COSTS | | |
| Prescription drugs | \$500 | \$900 |
| Doctor's visits | \$300 | \$850 |
| Lab work (doctor's office) | \$0 | \$400 |
| Outpatient surgery | \$3,750 | \$6,000 |
| Pediatric preventive care | \$0 | \$0 |
| EMR's HSA contribution | - | (\$1,000) |
| EMR's FSA contribution | (\$500) | - |
| Net out-of-pocket costs | \$4,050 | \$7,150 |
| TOTAL | \$17,070 | \$11,422 |
| SAVINGS COMPARED TO PPO | N/A | \$5,648 |

Scenario assumes: \$28,000 in medical charges; Full FSA and HSA funds available for out-of-pocket costs at time of incident

PPO vs. HDHP



The PPO and HDHP plans offer access to UHC's comprehensive network of providers, allow employees to go outside of the network at a higher cost level and cover preventive care at 100% with no deductible. Highlights of the plans are outlined below.

Preferred Provider Organization (PPO) Plan

- Lower deductibles (what you have to pay out-of-pocket each month for health services)
- Higher premiums (what you may pay monthly for your healthcare coverage)
- Do not have the opportunity to open a Health Savings Account (HSA)
- Beneficial for those who anticipate having a large amount of medical expenses throughout the year (typically those who have more serious health conditions that require regular treatment)

High Deductible Health Plan (HDHP)

- High deductibles (what you have to pay out-of-pocket each month for health services)
- Lower premiums (what you pay monthly for your healthcare coverage)
- Allows you the opportunity to open a Health Savings Account (HSA), which is a tax-advantaged account that can help you pay your deductible and any qualified medical expenses
- Any out-of-pocket medical expenses that you pay counts towards your deductible
- Beneficial for those who do not have many medical expenses throughout the year (typically those who do not have serious health conditions)