

Example 2 – Single Employee with More Medical Expenses

This example shows you how much a single person with more medical expenses will pay for care with each of the Medical Plan options. When deciding which Medical Plan is right for you, it is important to look at your total medical and prescription drug expenses, which include what you pay for services AND what you pay in paycheck deductions for each plan.

Meet Juanita

- Juanita is married, but her husband has medical coverage with his employer. So she will elect Employee Only coverage.
- Juanita is typically in good health, and she doesn't use tobacco. However this year she has a bumpy year.
- Let's pretend that she will need to:
 - Get her annual wellness exam;
 - Go to the primary care doctor four times;
 - Visit a specialist four times;
 - Get one round of lab work;
 - Go to the ER once because of her health condition;
 - Visit the hospital for inpatient surgery; and,
 - Fill three generic prescriptions at the pharmacy and two more generic prescriptions through home delivery.

The amounts shown are estimates for Juanita's care under both plans. The numbers are for illustration purposes only. Please note Juanita's annual wellness exam was routine preventive care. So the plan covered her wellness exam at 100% (shown as \$0 on the chart). All other amounts show Juanita's out-of-pocket costs and assume she used in-network providers.

	<i>Cost of Care Details</i>	CDHP	PPO
Annual Deductible (Employee Only)			\$1,000
Out-of-Pocket Maximum (Employee Only)		\$3,750	\$3,500
Annual Medical Expenses:			
One annual wellness exam	\$250 x 1	\$0 (covered 100%)	\$0 (covered 100%)
Four primary care doctor visits	\$80 x 4	\$320	\$100 (\$25 copay x 4)
One round of lab work	\$500 x 1	\$500	\$500
Four specialist doctor visits	\$110 x 4	\$440	\$140 (\$35 copay x 4)
Three 31-day, retail generic drugs and two 90-day, generic maintenance medications filled via home delivery	\$30 x 3 + \$50 x 2	\$90 + \$100	\$15 (\$5 copays x 3) + \$20 (\$10 copay x 2)

YOUR BENEFITS 2021



	Cost of Care Details	CDHP	PPO
Annual Medical Expenses (cont.):			
One visit to the ER	\$800 x 1	\$800	\$560 Deductible Met <i>(\$250 to satisfy deductible, then Plan pays 20% coinsurance)</i>
One surgery	\$12,000 x 1	\$1,500 Deductible Met <i>(\$1,500 to satisfy deductible, then Plan pays 100% of all remaining costs)</i>	\$2,165 Out-of-Pocket Max Met
Six physical therapy visits post-surgery	\$90 x 6	\$0	\$0 <i>(Already met deductible, 20% coinsurance for the visits)</i>
Total expenses	\$15,040	\$3,750	\$3,500
Juanita's Paycheck & Out-of-Pocket Costs:			
Annual paycheck deductions		\$489	\$1,380
Deductible amount paid by Juanita		\$3,750	\$1,000
Other costs paid by Juanita*		\$0	\$2,250
Annual Partnership-provided HSA Contribution		- \$1,000	N/A
Juanita's Total Cost		\$3,254	\$4,449

*Includes PPO copays and out-of-pocket costs after the deductible is met.

To calculate Juanita's total cost, we added her annual out-of-pocket expenses (deductible + coinsurance and/or copayments + annual paycheck deductions the non-tobacco user rates) and subtracted her Partnership-provided HSA contribution. As you can see, your savings are much greater with the CDHP! Juanita could also save even more by making her own HSA contribution and lowering her taxable income.