

Example 9 – Employee with Child(ren) with Major Medical Expenses

This example shows you how much a person with a child(ren) with major 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 Rosa

- Rosa has three kids. She and her kids are typically in good health and she doesn't use tobacco.
- They get their annual physicals, use in-network doctors, but they develop some illness and have a pretty tough year.
- Let's pretend that they will need to:
 - Get their annual physicals and the kids get their immunizations;
 - Visit the primary care doctor six times;
 - Visit the specialist doctor twelve times;
 - Go to the ER once and be admitted to the hospital for two days of observation;
 - Have one in-patient surgery with a one day stay in the ICU;
 - Visit the physical therapist twelve times during recovery;
 - Fill fifteen generic prescriptions and two Tier 2 brand-name prescriptions at the pharmacy; and,
 - Fill four generic prescriptions and four Tier 2 brand-name prescriptions through mail order.

The amounts shown are estimates for Rosa's care under the plans. The numbers are for illustration purposes only. Please note everyone's annual physicals and the kid's immunizations were routine preventive care. So the plan covered them at 100% (shown as \$0 on the chart). Under the HSA Plus and HSA Basic some preventive, generic prescriptions are also covered at 100% (shown as \$0 on the chart). All other amounts show Rosa's out-of-pocket costs and assume they used in-network providers.

	Cost of Care	HSA Plus	HSA Basic	PPO
Annual Deductible (Individual)		N/A	\$2,800	\$800
Annual Deductible (Family)		\$3,500	\$5,600	\$1,600
Out-of-Pocket Maximum (Individual)		N/A	\$5,000	\$4,000
Out-of-Pocket Maximum (Family)		\$6,850	\$10,000	\$8,000
Annual Medical Expenses:				
Four annual physicals	\$80 x 4	\$0 (covered 100%)		
Six primary care doctor visit (Two for each kid)	\$100 x 6	\$600	\$600	\$150 (\$25 copay x 6)
Fifteen generic retail prescriptions (Five for each kid)	\$20 x 15	\$300	\$300	\$150 (\$10 copay x 15)
Twelve specialist doctor visits (Rosa)	\$140 x 12	\$1,680	\$1,680	\$420 (\$35 copay x 12)
One generic mail order prescription plus three refills (Rosa)	\$85 x 4	\$0	\$0	\$100 (\$25 copay x 4)
One Tier 2 brand-name mail order prescription plus three refills (Rosa)	\$340 x 4	\$964 Deductible Met (\$920 to satisfy deductible, 10% coinsurance of \$44 on remaining \$440)	\$1,168 Individual Deductible Met (\$1120 to satisfy deductible plus a 20% copay of \$48 on the balance of \$240)	\$408 (30% copay x 4)
One ER visit (Rosa's daughter)	\$1,500	\$150 (10% coinsurance)	\$1,500	\$0 (ER copay waived because she was admitted)
Two day hospital stay (Rosa's daughter)	\$3,000 x 2	\$600 (10% coinsurance)	\$1,520 Family Deductible Met (\$400 toward Family Deductible 20% coinsurance of \$1,120 on remaining \$5,600)	\$1,840 Individual Deductible Met (\$800 toward Individual Deductible 20% coinsurance of \$1,040 applies on remaining \$5,200)
One in-patient surgery with a day in the ICU (Rosa's daughter)	\$20,000 + \$6,000	\$2,556 Out-of-Pocket Max Met	\$1,680 Individual Out-of-Pocket Max Met	\$2,060 Individual Out-of-Pocket Max Met (2,060 to satisfy the Individual OOP max)
Twelve physical therapy visits (Rosa's son)	\$80 x 12	\$0	\$192	\$420 (\$35 copay x 12)
Two Tier 2 brand-name retail prescriptions (Rosa)	\$275 x 2	\$0	\$110	\$165 (30% copay x 2)
Total expenses	\$39,610	\$6,850	\$8,750	\$5,713
Rosa's Paycheck & Out-of-Pocket Costs:				
Annual paycheck deductions		\$1,764	\$696	\$3,192
Deductible amount paid by Rosa		\$3,500	\$5,600	\$800
Other costs paid by Rosa*		\$3,350	\$3,150	\$4,913
Annual Company-provided Contributions		(\$800)	(\$300)	N/A
Rosa's Total Cost		\$7,814	\$9,146	\$8,905

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

To calculate Rosa's total cost, we added her annual out-of-pocket expenses (deductible + coinsurance and/or copayments + annual paycheck deductions) and subtracted her Company-provided HSA contributions. **The HSA Plus wins!**

If Rosa chooses either HSA plan, she can increase her pre-tax savings by contributing more to her HSA. See how much she could save by:

	HSA Plus	HSA Basic
Saving the premium difference from the PPO	\$1,428	\$2,496
Saving up to the IRS HSA individual contribution limit	\$6,300	\$6,800

Once her HSA balance reaches \$500, she can even choose to grow her HSA dollars by investing them, just like a 401(k). This way, she has more money to cover medical expenses down the road when she needs them, like in retirement.