

Example 4 – Married Employee with Few Medical Expenses

This example shows you how much a married person with fewer 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 Maria

- Maria is married. She and her husband are in good health and don't use tobacco.
- They get their annual physicals, use in-network doctors, and have a pretty smooth year.
- Let's pretend that they will need to:
 - o Get their annual physicals;
 - o Go to the primary care doctor once during the year;
 - o Visit an urgent care clinic and get an X-ray for a sports injury;
 - o Visit a specialist four times, twice during injury recover and twice for allergies; and,
 - o Fill a few prescriptions at the pharmacy and a few through mail order.

The amounts shown are estimates for Maria's care under the plans. The numbers are for illustration purposes only. Please note Maria and her husband's annual physicals were routine preventive care. So the plan covered their physicals 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 Maria'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:				
Two annual physicals	\$80 x 2	\$0 (covered 100%)		
One primary care doctor visits	\$100 x 1	\$100	\$100	\$25 <i>copay</i>
Two generic retail prescriptions	\$20 x 2	\$40	\$40	\$20 <i>(\$10 copay x 2)</i>
One urgent care visit	\$90 x 1	\$90	\$90	\$35 <i>copay</i>
One X-ray	\$150 x 1	\$150	\$150	\$150
Four specialist doctor visits	\$140 x 4	\$560	\$560	\$140 <i>(\$35 copay x 4)</i>
Two generic mail order prescriptions	\$85 x 2	\$170	\$170	\$50 <i>(\$25 copay x 2)</i>
Total expenses	\$1,270	\$1,110	\$1,110	\$420
Maria's Paycheck & Out-of-Pocket Costs:				
Annual paycheck deductions		\$2,004	\$840	\$3,576
Deductible amount paid by Maria		\$1,110	\$1,110	\$150
Other costs paid by Maria*		\$0	\$0	\$270
Annual Company-provided Contributions		(\$800)	(\$300)	N/A
Maria's Total Cost		\$2,314	\$1,650	\$3,996

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

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

If Maria 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	\$1,572	\$2,736
Saving up to the IRS HSA individual contribution limit	\$6,400	\$6,900

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.