

## 2015 Medical Plan Type Comparison Sheet

## Managed Care vs. PPO

FEATURE	Managed Care	Preferred Provider Organization (PPO)
<b>Plan Providers</b>	Group Health Kaiser Permanente	Uniform Medical
<b>Network</b>	Must seek services within specific plan network	Offers in-network and out-of-network services
<b>Network Coverage</b>	Mostly West coast	Worldwide (Regence Network)
<b>Referrals</b>	Utilizes referral process <i>*must see primary care physician to be approved for specialty care.</i>	No referrals necessary to see a specialist
<b>Co-pay vs. Coinsurance</b>	Utilizes co-pay (flat rate) <i>*some services utilize coinsurance</i>	Utilizes coinsurance (percentage)
<b>Secondary Coverage</b>	Coordination of benefits	Non-duplication of benefits
<b>Emergency Services</b>	Emergency services covered if coded as an emergency <i>*Once stabilized, person must return to provider network</i>	Emergency services covered if coded as an emergency <i>*May continue care in or out of provider network, in-network care provides higher coverage</i>

## Classic/Value vs. CDHP

FEATURE	Classic/Value	Consumer Directed Health Plan (CDHP)
<b>Plans</b>	Group Health Classic Group Health Value Kaiser Classic Uniform Classic	Group Health CDHP Kaiser CDHP Uniform CDHP
<b>Premiums</b>	Higher premiums	Lower premiums
<b>Deductible</b>	Lower deductible  Per person Family is 3 or more	Higher deductible  Group contribution with 2 or more enrollees (family)
<b>Prescription Discount</b>	Immediate (no deductible to be met)  <i>*Uniform Classic has a Tier 2 and Tier 3 deductible</i>	Must fulfill full medical deductible first
<b>Tax-Free Savings Account</b>	Flexible Savings Account (FSA) Enrollment is optional	Health Savings Account (HSA) Enrollment is automatic <i>*Employer contribution is mandatory</i> <i>*Employee contribution is optional</i>
<b>J1 Visa Implications</b>	No implications. J1 employees can enroll in these plans and meet their J1 requirements.	Does not meet the medical deductible requirements of the J1 Visa, which require the deductible to be \$500 or less.

## Flexible Spending Account vs. Health Savings Account Comparison Sheet

FEATURE	Flexible Spending Account Administered by Flex-Plan Services, Inc.	Health Savings Account Administered by Health Equity
<b>Account Basics</b>		
<b>Plans</b>	Group Health Classic Group Health Value Kaiser Classic Uniform Classic	Group Health CDHP Kaiser CDHP Uniform CDHP
<b>Enrollment</b>	Optional	Automatic
<b>Type</b>	Year-to-year	Long term
<b>Eligibility</b>	Employees are eligible if they enroll in a Classic/Value account or if they waive medical coverage. Possible IRS implications if spouse is enrolled in an HSA.	Must be enrolled in a CDHP, and meet IRS eligibility requirements* If also enrolled in an FSA through a spouse, they will be out of compliance with IRS regulations. <i>*see hrs.wsu.edu/Health+Savings+Account</i>
<b>Who Can Use the Account</b>	The employee and any IRS tax dependents*  <i>*A Registered Domestic Partner must meet the IRS qualifications as a tax dependent to use the account</i>	The employee and any IRS tax dependents*  <i>*A Registered Domestic Partner must meet the IRS qualifications as a tax dependent to use the account</i>
<b>Account is Active</b>	First of the following month in which the enrollment form is received by WSU & processed by Flex-Plan Services, Inc.	The same date as your medical coverage. No claims can be submitted until there is an account balance, however
<b>Tax Implications</b>	Employees contributions are taken out of each paycheck before taxes, which reduces taxable gross income	Employee may contribute through payroll deduction on a pre-taxed basis or directly to the account administrator, HealthEquity, and receive a tax credit against any funds deposited
<b>Contributing</b>		
<b>Contributions</b>	Employee Only  Election amount is fixed for the entire plan year and non-refundable* <i>*Account changes are only allowed during qualifying events</i>  Payroll deducts equal shares of elected amount from remaining plan year paychecks	Employee (optional) Employer (mandatory)  Payroll Deduction and/or direct contribution with Health Equity  <i>WSU contributes up to:</i> \$700.08/yr (\$58.34/mo) for an individual \$1400.04/yr (\$116.67/mo) if two or more enrolled <i>EE contributes up to:</i> \$2649.92/yr for an individual \$5249.96/yr if two or more enrolled 55+ = add'l \$1000/yr
<b>Annual Contribution Limits</b>	Annual Minimum: \$240 Annual Maximum: \$2,500 per employee*  <i>*the employee and their spouse may each enroll in a FSA and contribute up to the annual maximum</i>	No Annual Minimum. Annual Maximum: \$3,350 per person; \$6,650 per family <i>Maximum includes WSU + EE+ \$125 Wellness Incentive Contribution, if applicable.</i> - "per family" includes contributions between Ee. and spouse, even if they have separate HSA accounts
<b>Funds Deposited</b>	Account is front loaded with entire election amount next plan year	Must wait for contributions to be deposited Employer contribution is deposited the last day of every month
<b>Utilization</b>		
<b>Use it or Lose it?</b>	Any funds not spent by the end of the plan year or eligible grace period, are forfeited. If the employee separates during the plan year, there is a possibility to utilize for <u>COBRA Annual Grace Period</u> -Grace Period allows bills incurred between January 1 through March 15 to be used against previous years account -Only available to employees who elect a Classic/Value plan or waive their coverage during the Grace Period plan year.	Any funds not spent are the employees to keep and roll over from year to year (including WSU contributions).  If an employee separates from employment, the employee may take both the employee and the employer contributions with them. Employees may not always be able to contribute to account after employment has ended. See account administrator for more information.
<b>Re-enrollment</b>	Must re-enroll every Open Enrollment (November) for the next plan year	No re-enrollment necessary. Automatically enrolled in HSA if enrolled in a CDHP medical plan.
<b>How to Use the Account</b>	Submit paper claims for reimbursement -Next-day claims processing -Direct Deposit reimbursements Use debit card (Flexi-Card) for reimbursement Retain and send in all receipts – plan administrator verifies eligible expenses as part of claim process On-line account access	Work with Health Equity on utilizing funds in the account Maintain records/receipts for future IRS audit – employee is responsible to ensure expenses claimed are eligible Manage and Monitor your funds File appropriate tax paperwork
<b>Investment and Interest</b>	Not an interest bearing account and no investment options	Funds can gain interest and employees may be able to invest the funds
<b>Beneficiaries</b>	No beneficiary designation for this account	Beneficiary designation necessary