

**Benefits Design and Management**

# 2021 Medical Plans



# Agenda

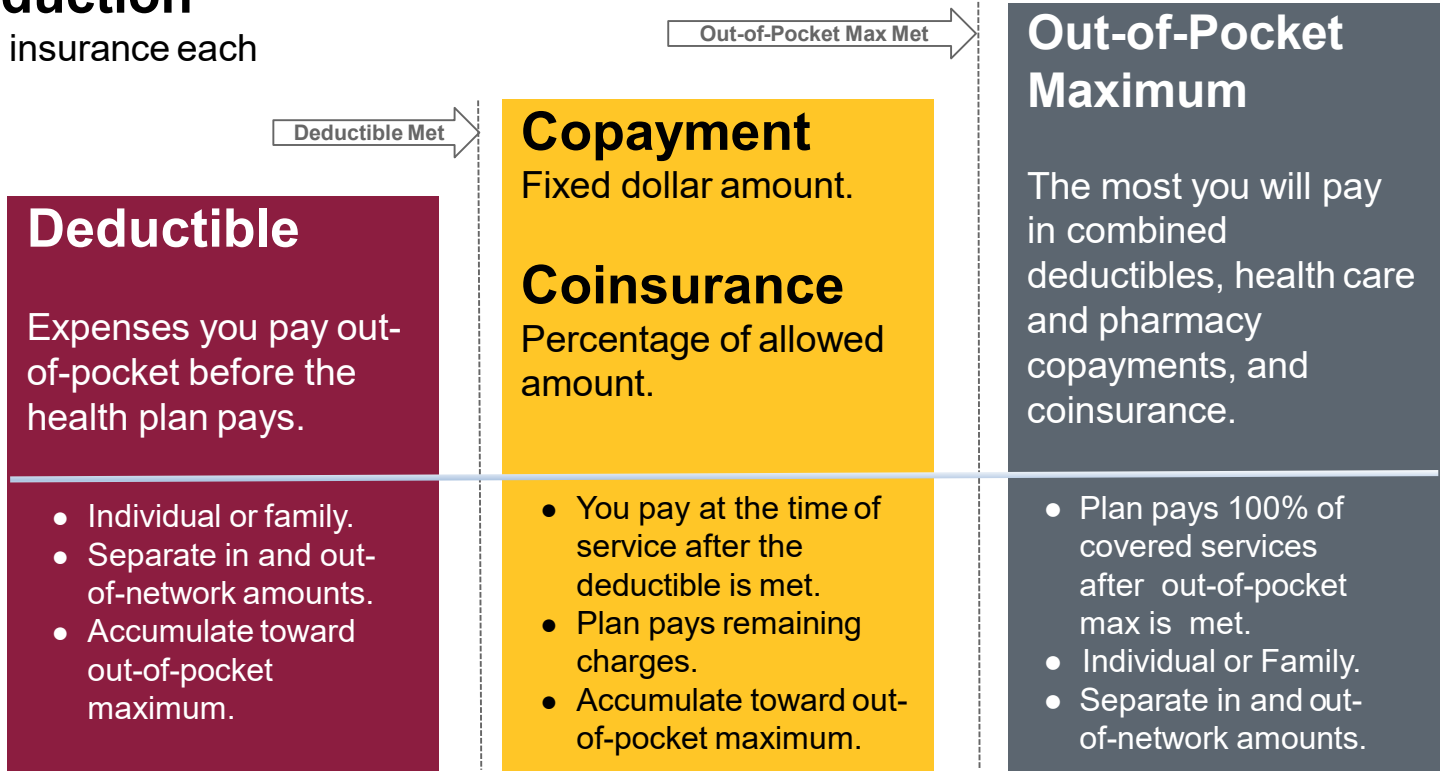


- **Overview of medical plans**
- **Triple Choice Plan**
- **High Deductible Health Plan**
- **Health Savings Account**
- **Per pay period cost**
- **Claims Comparison**
- **Questions**

# Health insurance terminology

## Paycheck deduction

Amount you pay for insurance each pay period.



# Health insurance terminology

- **Health Savings Account, HSA:** A savings account that allows employees to put aside pretax dollars to pay for out of pocket medical expenses.
- **In-network:** Providers or health care facilities that are part of a health plan's network. The insurance negotiates a discount with these providers which usually results in lower costs to the member.
- **Out-of-network:** A provider that is outside of the network of doctors, hospitals or health care providers. Usually results in higher costs to the member.
- **Plan year:** Period of coverage under a group health plan. ASU's plan year runs from January 1 through December 31.

# Overview of medical plans

# Overview of medical plans

The networks available for both plans will be Blue Cross Blue Shield and United Healthcare. Cigna and Aetna will no longer be available. Cigna will continue to offer the Dental Care Access, DHMO plan.

## **Triple Choice Plan | TCP**


- The Triple Choice Plan will replace the EPO and PPO medical plans.
- This is a single plan with three tiers.

## **High Deductible Health Plan with HSA**

- Allows participants to use in or out of network providers.
- Coinsurance after deductible is met.
- Per pay period costs will remain the same.

# Triple Choice Plan

# Triple Choice Plan | TCP

- **Tier 1** – Functions similarly to the current EPO plan and will have the same deductibles and copays as the current EPO plan. The network of providers will be limited to providers designated as **Tier 1** in-network providers. 
- **Tier 2** – Functions similarly to the current PPO plan and will have the same deductibles and copays as the current PPO plan. Providers will be in-network but not considered **Tier 1** providers.
- **Tier 3** – Out of network providers with higher deductibles. No copays but there will be co-insurance.



# Triple Choice Plan | TCP

Triple Choice Plan			
	Tier 1, in network	Tier 2, in network	Tier 3, out of network
	Blue Cross Blue Shield or UnitedHealthcare		
<b>Employee only</b> Deductible	\$200	\$1,000	\$5,000
<b>Employee only</b> out-of-pocket maximum	\$7,350 includes deductible	\$7,350 includes deductible	\$8,700 includes deductible
<b>Family</b> deductible	\$400	\$2,000	\$10,000
<b>Family</b> out-of-pocket maximum	\$14,700 includes deductible	\$14,700 includes deductible	\$17,400 Includes deductible

# Triple Choice Plan | TCP

## Triple Choice Plan

	Tier 1, in network	Tier 2, in network	Tier 3, out of network
Blue Cross Blue Shield or UnitedHealthcare			Out of Network providers
Preventative Services, Durable medical equipment, lab and x-ray services	\$0	\$0	50%
PCP,OB/GYN, Telehealth	\$20	\$20	50%
Specialist	\$40	\$40	50%
Emergency Room	\$200	\$200	50%
Inpatient Hospital Admission	\$250	\$250	50%
Outpatient facility, Major radiology services	\$100	\$100	50%
Urgent Care	\$75	\$75	50%

# Triple Choice Plan | TCP

## Benefits

- In-network and out-of-network provider options.
- Nationwide coverage.
- No pre-existing condition restrictions.
- Mayo Clinic is Tier 1 for both UHC and BCBS

## Copays and deductibles

- Copays apply after the plan deductible is met.
- Copays and deductibles apply to out-of-pocket maximum.
- Payments toward Tier 1 deductible apply towards Tier 2 deductible, conversely funds paid toward Tier 2 deductible apply to Tier 1.
- Plan pays 100% after the out-of-pocket maximum is met.
- Prescription drug copays do not count toward the medical deductible.


# How to use the Triple Choice plan

## 1 Choose a provider

Look for the Tier 1 symbol for the lowest cost.



## 3 Pay a copayment

You pay a flat fee  Your plan pays the rest

### Providers:

- Hospitals
- Physicians
- Radiology and Laboratory
- Rehabilitation centers
- Surgical centers
- Urgent care facilities

## 2 Meet the deductible

Pay out of pocket or enroll the Healthcare FSA.

## 4 Pay up to out-of-pocket max

Your plan pays 100% of services for remainder of the year.

# High Deductible Health Plan

# High deductible health plan | HDHP

## HDHP

	In-network	Out-of-network
Blue Cross Blue Shield or UnitedHealthcare		Out of Network providers
<b>Employee only</b> deductible	\$1,500	\$5,000
<b>Employee Only</b> out of pocket maximum	\$3,500 includes deductible	\$8,700 includes deductible
<b>Family</b> deductible	\$3,000	\$10,000
<b>Family</b> out of pocket maximum	\$7,000 includes deductible	\$17,400 includes deductible

# High deductible health plan | HDHP

## Coverage after deductible is met

	In-network	Out-of-network
Blue Cross Blue Shield or UnitedHealthcare		Out of Network providers
<b>Preventative Services</b>	\$0	50%
<b>PCP, OB/GYN, Telehealth</b>	10%	50%
<b>Specialist</b>	10%	50%
<b>Emergency Room</b>	10%	50%
<b>Inpatient Hospital Admission</b>	10%	50%
<b>Outpatient facility, Major radiology services</b>	10%	50%
<b>Urgent Care</b>	10%	50%

# High Deductible Health Plan | HDHP

## Benefits

- In-network and out-of-network provider options.
- Nationwide coverage.
- No pre-existing condition restrictions.
- Works in conjunction with a health savings account.
- Mayo Clinic is in-network for both UHC and BCBS.

## Coinsurance and deductibles

- Coinsurance applies after the plan deductible is met.
- Coinsurance and deductibles apply to out-of-pocket maximum.
- In-network and out-of-network deductibles must be met separately.
- Plan pays 100% after the out-of-pocket maximum is met.
- Prescription drug copays do not count toward the medical deductible.



# Health Savings Account

# Health Savings Account | HSA

- University makes a biweekly contribution to the health savings account of each employee enrolled in the HDHP regardless of the employee's contribution.
- Can only use the available funds in the account.
- Participants with a balance in their HSA on Jan. 1, 2021 will have an option of leaving their funds with PayFlex for a \$5 per month fee. Funds can also be rolled over to Optum at no cost to the employee.
- Effective Jan. 1, 2021, HSA administrator will change from PayFlex to Optum.

## Health Savings Account, HSA

Employer contribution  
Automatic

Employee contribution  
Voluntary

# HSA contribution limits

Coverage level	2021 voluntary employee before-tax contribution	2021 automatic university contribution	2021 combined contribution limit
Single coverage	Up to \$2,880	\$720 \$27.70 per pay period	\$3,600
Other than single coverage	Up to \$5,760	\$1,440 \$55.39 per pay period	\$7,200
	Age 55 and older may contribute an additional \$1,000.		Age 55 and older may contribute an additional \$1,000.

Participants are responsible for managing contributions in accordance with federal guidelines and limits.  
**2021 automatic university contribution is based on 26 pay periods.**

# How to use the HDHP with HSA

## 1 Fund your Health Savings Account

Automatic payroll contributions by you and the University.

## 2 Choose a provider

Select an in-network provider for lower cost.

## 3 Meet the deductible

Use available HSA funds or pay out of pocket for services and some prescriptions.

## 4 Pay coinsurance

You pay 10% **+** Your plan pays 90%

## 5 Pay up to out-of-pocket max

Your plan pays 100% of services for remainder of the year.

## 6 Build your HSA balance

Your funds will continue to grow and roll over.



HSA funds can help you pay for your expenses

Determine amount you want in your account

–

University contribution

÷

26 pay periods

=

Your contribution per paycheck

# Pharmacy benefits

# Pharmacy benefit for all medical plans

## MedImpact

- Large national network of providers.
- Plan structure and copays will remain the same for 2021 plan year.
- Prescription drugs are covered in-network only.
- Prescription drugs cannot be shipped outside of the United States.

## Direct mail order pharmacy

- Mail order through MedImpact Direct Mail Service only.
- Specialty prescription services.
- Walgreens will no longer be the pharmacy mail order provider.

# Pharmacy benefit for all medical plans

	Generic	Preferred brand name	Nonpreferred brand name
Retail 30-day supply	\$15	\$40	\$60
Retail 90-day supply	\$37.50	\$100	\$150
Mail order 90-day supply	\$30	\$80	\$120

**For HDHP participants:** Subject to plan deductible before copay applies for nonpreventative prescriptions.

**For all plans:** Pharmacy costs apply to out-of-pocket maximum.

# Paycheck deduction



# Medical and pharmacy rates per pay period

Coverage level	Triple Choice Plan	HDHP
Employee only	\$26.17	\$10.15 + HSA
Employee plus spouse	\$71.49	\$30.46 + HSA
Employee plus one child	\$57.30	\$25.89 + HSA
Family	\$121.61	\$56.35 + HSA

# Claims comparisons

# Claims comparisons

Name: Jessica Coverage: Employee only	Services	Cost of Service	Triple Choice Plan				High Deductible Health Plan		
			Tier 1		Tier 2		Tier 1 & 2	Deductible \$1,500	Coinsurance
			Deductible \$200	Copay	Deductible \$1,000	Copay	Totals		
	Preventive office visit	\$150	\$0	\$0	\$0	\$0	\$0	\$0	
	Ambulance Always Tier 1	\$600	\$200	\$0	--	--	\$200	\$600	--
	ER visit	\$700	--	--	\$700	--	\$700	\$700	--
	Durable medical equipment	\$200	--	\$0	--	\$0	\$0	\$200	--
	Specialist visit (x2)	\$600	--	\$40	\$100	--	\$140	--	\$60
	Radiology	\$30	--	\$0	--	\$0	--	--	\$3
	Physical therapy (x4)	\$215	--	\$80	--	\$80	\$160	--	\$21.50
	<b>Subtotal</b>	<b>\$2,495</b>	<b>\$320</b>		<b>\$880</b>		<b>\$1,200</b>	<b>\$1,584.50</b>	
	ASU HSA Contribution		N/A	N/A	N/A	N/A	N/A	<b>-\$720</b>	
	Payroll deduction		--	--	--	--	<b>\$680.42</b>	<b>\$263.90</b>	
	<b>Total</b>						<b>\$1,880.42</b>	<b>\$1,128.40</b>	

# Claims comparisons

Name: Richard  
 Coverage:  
 Employee &  
 Spouse

Services	Cost of Service	Triple Choice Plan					High Deductible Health Plan	
		Tier 1		Tier 2		Tiers 1 & 2	Deductible \$3,000	Coinsurance
		Deductible \$400	Copay	Deductible \$2,000	Copay	Totals		
Preventive Exam (x2)	\$550	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Primary Care Visits	\$1,000	\$285	\$60	\$115	\$20	\$480	\$400	\$60
Lab Services	\$1,000	\$80	--	\$170	--	\$250	\$250	--
Specialist Visit (x2)	\$275	\$35	\$40	\$105	--	\$180	\$275	--
Obstetric	\$2,390	--	--	\$1,210	\$20	\$1,230	\$2,075	\$31.50
Radiology	\$160	--	\$0	--	\$0	\$0	--	\$0
Medical Supplies (Annual)	\$1,725	--	--	--	\$440	\$440	--	\$172.50
Pharmacy Month/Annual (Generic)	\$700	\$365				\$365	--	\$365
Pharmacy Month/Annual (Brand)	\$275/\$3,300	\$40/\$480				\$480	--	\$40/\$480
Subtotal	\$11,100	\$960		\$2,465		\$3,425	\$4,109	
ASU HSA Contrib.		N/A	N/A	N/A	N/A	N/A	-\$1,440	
Payroll Deduction		--	--	--	--	\$1,858.74	\$791.96	
<b>Total</b>						\$5,283.74	\$3,460.96	

# What to consider when choosing a plan

## Benefits

- All plans cover the same services.
- No preexisting condition exclusions.
- Preventative services are covered at 100% for in-network providers.

## Networks

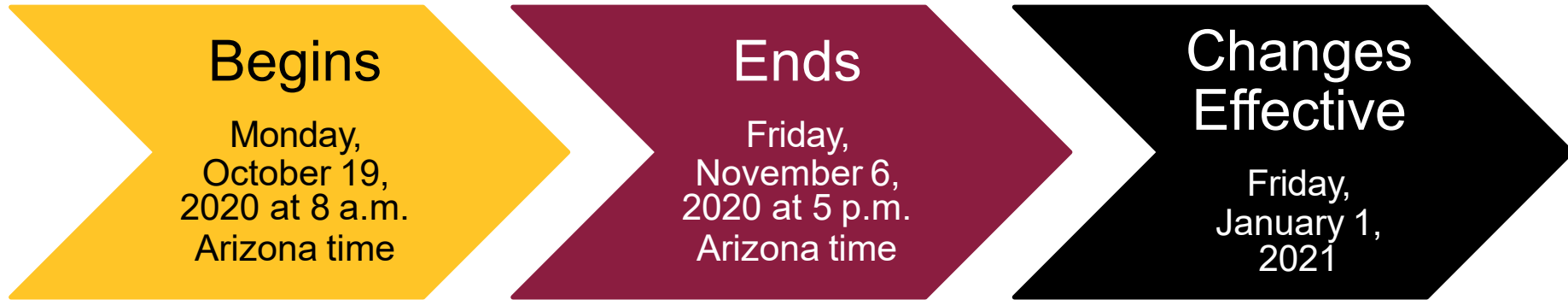
- All plans have nationwide networks.
- Provider networks vary among carriers.
- Make sure your providers are on the plan.
- Look for the symbols.



## Cost

- Understand how deductibles and copays work for your budget
- Consider paycheck deductions.
- Costs are higher for out-of-network providers.

# 2021 Plan year benefits open enrollment



Participation in Open Enrollment is **mandatory** for all benefits eligible employees. Failure to enroll in a plan will result in waived benefits for 2021.

# Thank you

## **Employee services**

**855-278-5081**

**Monday–Friday**

**8 a.m. to 5 p.m. Arizona  
time**

## **Faculty services**

**480-727-9900**

**Monday–Friday**

**8 a.m. to 5 p.m. Arizona  
time**

**[HRESC@asu.edu](mailto:HRESC@asu.edu)**