

Tips for Selecting a Medical Plan

What will your medical plan cost? This is one of the biggest questions you'll ask when comparing your options. Make sure you consider your monthly cost for coverage and how much you'll spend when you receive health care services or purchase prescription drugs.

Your cost for coverage



Your share of medical and Rx expenses



Your health care costs

HMO

This type of plan may be best for you if you like predictable costs, even if it means higher per paycheck contributions toward the cost of the plan. You'll pay less out-of-pocket—a set copay—when you receive care or prescription drugs.

Keep in mind: HMOs have low fixed copays, but you must receive care from the primary care medical group and the specialists they refer you to. Out-of-network care without a referral is not covered, except in the case of a medical emergency.

High Deductible Health Plan (HDHP)

This type of plan allows you to receive care from any provider. If you prefer to pay less for coverage, and you are willing to spend more out-of-pocket if you need care, then an HDHP may be the best option for you.

Keep in mind: If you need non-preventive care or non-preventive prescription drugs, you will pay the full cost until you meet your annual deductible. Before you enroll in an HDHP, make sure you have adequate cash flow to pay the full cost for your medical and prescription drug expenses up to the annual deductible.

Savings Opportunity for HDHP Participants: If you enroll in an HDHP, you can take the money you save on your per paycheck contributions and put it into a pre-tax Health Savings Account (HSA). (If you enroll in an HMO, you cannot open an HSA.) Use your HSA funds to pay for out-of-pocket medical, dental, vision and prescription drug expenses throughout the year—or in future years. Unlike a Flexible Spending Account (FSA), which you can elect if you're an HMO participant, your HSA balance does not expire at the end of the year.

Free preventive care. All of our medical plans pay 100% for eligible in-network preventive care services—such as annual physical exams, recommended immunizations and screenings, and certain eligible preventive prescription drugs—with no deductible or copay required, for you and all your covered family members.