



# County of Sacramento High Deductible Health Plan Presentation

Choosing Benefits to fit your life

# Today's Goal



Our goal is to get participants thinking about how and why you may want to do things differently.



Paying for care now, may help you save more for your future.



This presentation will show how studying the two County of Sacramento benefit plans might help with a decision to keep Kaiser Permanente, but pay for services differently, helping with overall budget savings.

# What's in your top 5?

Your Kids?

Your Aging Parents?

Your church or community activities?

Your interest in sports or hobbies?

Other special interests?

Life balance with **health** and **financial stability** can help you focus more on your top 5.

## Kaiser Health Plan Choices: Same care and convenience



- Same great doctors
- Same personalized care
- Same convenient locations
- Same online tools
- Same healthy resources
- Same Medical Record Number

A different way to pay for your care

# Plan Highlights

County of Sacramento – 1/1/2023 – 12/31/2023

	Traditional HMO Plan	High Deductible Plan
Plan deductible	None	\$1,500 / \$3,000
Out-of-Pocket Maximum	\$1,500 / \$3,000	\$3,000 / \$3,000
<b>Covered Service</b>	<b>You Pay</b>	
Preventive care	No Charge	No Charge (plan deductible doesn't apply)
Primary Care	\$15 Copay	Pay service cost until deductible met
X-rays and lab tests	No Charge	Pay cost until deductible met
Outpatient surgery	\$15 copay per procedure	Pay cost until deductible met
Hospitalization	No Charge	Pay cost until deductible met
Emergency care	\$35 per visit	Pay cost until deductible met
Prescription drugs (up to 100-day supply) at Plan Pharmacy or through our mail order service	\$5 copay (generic) \$10 copay (brand)	Pay cost until deductible met

\*This is just a summary of some examples of covered services and their corresponding copay and coinsurance amounts. Please see your *Evidence of Coverage* for information about coverage, limitations, and exclusions for all benefits, including those not listed in this summary.

## 2023 KAISER MEDICAL PLAN PREMIUMS (pending board approval)

- Tier B subsidy = Employee Only = **\$659.80**/month, Family= **\$1,689.14**/month
- Tier A 2 subsidy = **\$1,148.80**/month (Frozen) **\$894.52** Cashback Cap (\*indicates cashback still paid)
- Tier A 1 subsidy = **\$826.90**/month (Frozen) **\$535.00** Cashback Cap
- Annual EE cost = (monthly premium – subsidy) x 12

EMPLOYEE-ONLY TIER			FAMILY TIER		
	HMO	HDHP		HMO	HDHP
<b>Monthly Employee-only Premium</b>	\$990.50	\$713.06	<b>Monthly Family Premium</b>	\$2,532.90	\$1,823.44
<b>Annual EE Cost Tier B</b>	\$3,968.40	\$639.12	<b>Annual EE Cost Tier B</b>	\$10,125.12	\$1,611.60
<b>Annual EE Cost Tier A2</b>	\$0.00	\$0.00	<b>Annual EE Cost Tier A2</b>	\$16,609.20	\$8,095.68
<b>Annual EE Cost Tier A1</b>	\$1,963.20	\$0.00	<b>Annual EE Cost Tier A1</b>	\$20,472	\$11,958.48

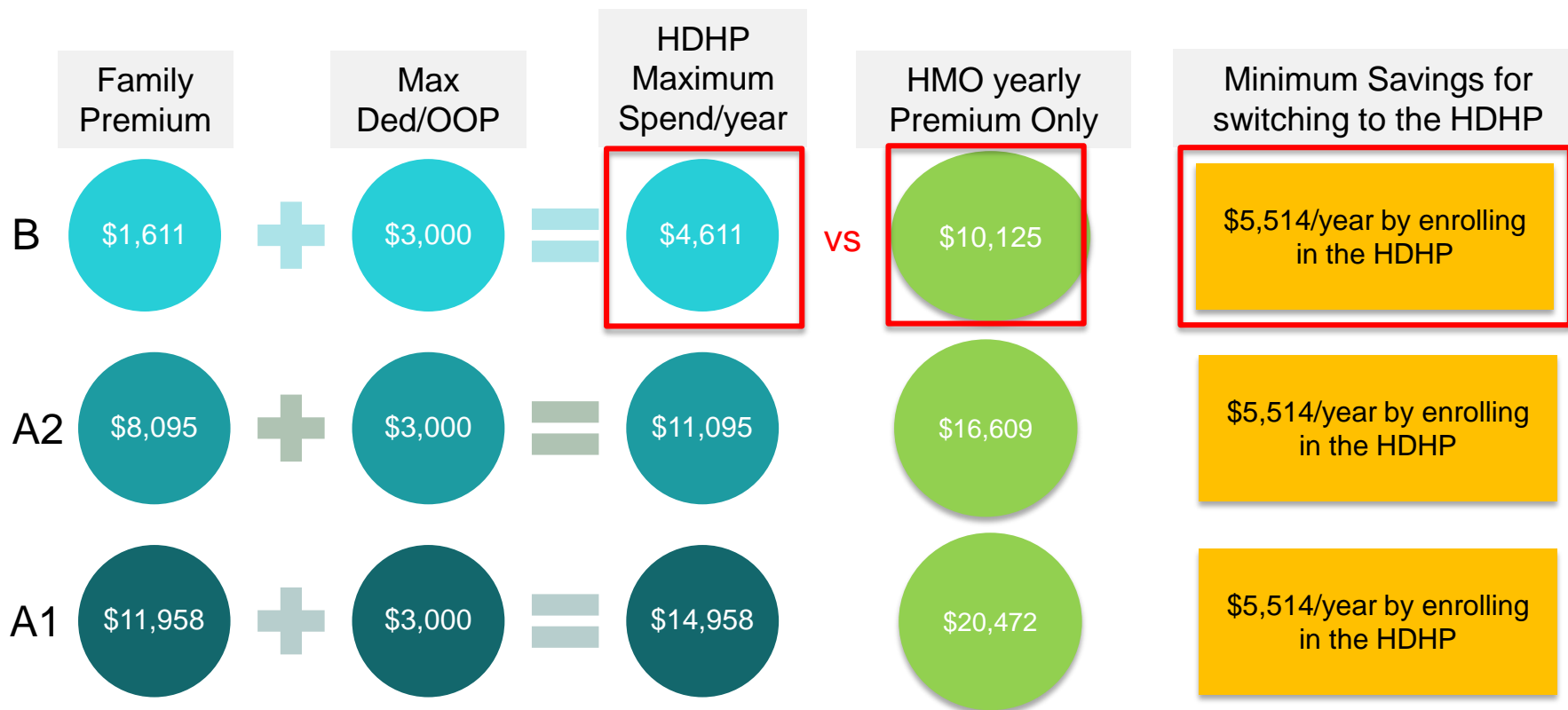
## Real-Life Cost example – Family Tier - High-Cost Year

		Traditional HMO Plan	H.S.A. HDHP Plan
Subscriber	<b>Baby delivery hospital stay</b> - 3 overnights - DME - C-section - Prescriptions	\$0	-Total charge: \$14,000 1) Pay deductible: \$3,000
	2 non-preventive doctor appointments (level 3)	\$30 (\$15 copay)	\$300 (\$150 per visit)
	1 well-woman visit	\$0	\$0
Dependent 1	1 non-preventive doctor appointment (level 2)	\$15	\$90
	2 maintenance generic medications	\$60/year (\$10 copay 100/day)	\$160 (\$20 per Rx 100/day)
	1 Specialty Prescription (30 day)	\$20	\$1,000 (30/day)
	1 skin biopsy (outpatient)	\$15	\$200
Dependent 2	3 non-preventive doctor appointments (Level 1 and 4)	\$45 (\$15 copay)	\$480
	1 minor injury ER visit	\$35	\$170
	1 antibiotic generic prescription	\$15	\$10
Total Medical Expenses/ total paid out of pocket by employee		\$235	\$16,410 / \$3,000 (deductible/OOP at MAX)
Total Annual Premium (Employee + Family)		\$10,125 (Tier B)	\$1,611 (Tier B)
Total Out of Pocket		\$10,360	\$4,611

In this example, you save \$5,749 / year by switching to the HDHP

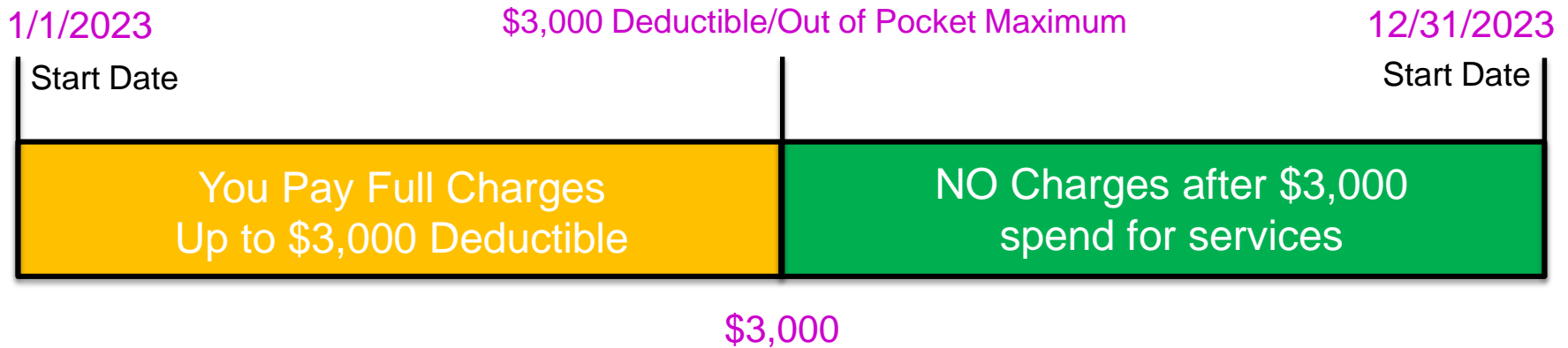
## What would you do with an extra \$5,000/year?

- By enrolling in the HDHP you can save about \$671/month
- If you invest \$233 / month into your High Deductible Health Plan to save for medical expenses, you will have about \$430 / month EXTRA





# How your Family deductible plan works



You'll pay full charges for covered services, including **doctor's office visits, hospital care, X-rays, prescription drugs, and lab tests**, before reaching your plan deductible.

After reaching your plan deductible and Out of Pocket Maximum of **\$3,000** – you will pay \$0 for services and prescriptions for the rest of the plan year.

Each calendar year resets your deductible accumulation cycle.

*(continues)*

\*For a small number of services, you may need to keep paying copays or coinsurance after you reach your out-of-pocket maximum.

## What to expect when paying for care with a **High Deductible Health Plan**



You can get an estimate of your costs anytime at [kp.org/costestimates](https://kp.org/costestimates). See the next page for details. ➡

# Have questions or need help paying for care?



## Member Services

- 1- 800-464-4000



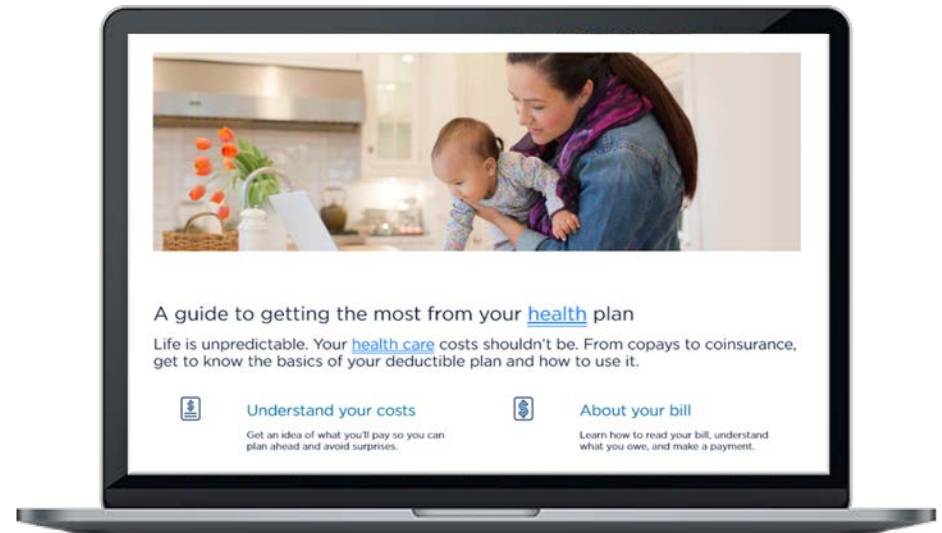
## Deductible Team

- 1-800-390-3507
- Get information about financial assistance and payment options



## Visit [kp.org/deductibleplans](https://kp.org/deductibleplans)

- Learn how deductible plans work
- Use online cost estimates tool
- Understand your bills
- Pay your bill
- Track your expenses



# Preventive care at no cost

Finding and treating problems before they get serious is an important part of staying healthy. That's why you get most preventive care **at no cost** — even before you reach your deductible.



## Preventive care includes:

- Routine physical exams
- Cancer screenings
- Cholesterol and high blood pressure screenings
- Diabetes screenings
- Immunizations
- Routine prenatal care
- Well-child visits
- Routine Women's Exam
- Breastfeeding Support

## What's an HSA?

- An HSA or health savings account (HSA) is an account owned by you, the employee, and can be used to pay for all qualified medical expenses as defined by the IRS.
- Contributions can be made by the employee, employer, or both.
- You can contribute any amount up to the annual maximum set by the IRS each year.
- Your account stays with you even if you change jobs, health plans, or retire.
- You cannot be enrolled on a second non-H.S.A. plan per IRS guidelines

\*The tax references in this document relate to federal income tax only. Consult with a qualified professional for tax, investment, or legal advice.

†To view the list of qualified medical expenses defined under the Internal Revenue Code Section 213(d), download IRS Publication 502, *Medical and Dental Expenses*, at [irs.gov/publications](https://irs.gov/publications).

## How your HSA plan works

With this plan, you may be eligible to open a health savings account (HSA) and take advantage of triple federal tax savings.\*

- Tax-free contributions and withdrawals for qualified medical expenses†
- Tax-free interest earned on the money in your account
- Tax-free investment earnings through multiple investment options

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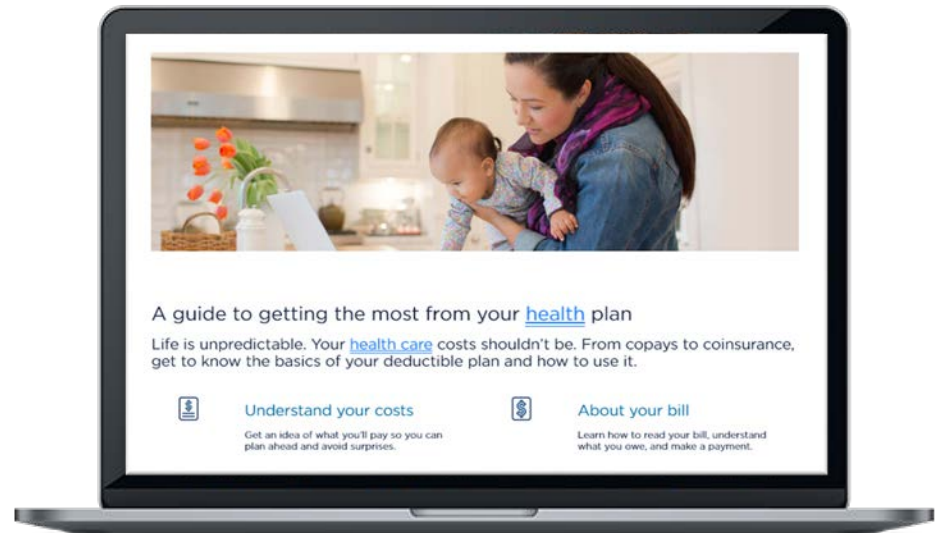
## Have more questions? Sign Up for Virtual Office Hours



### Connect 1:1 with a Kaiser Permanente Representative

- August 10<sup>th</sup> from 1pm-3pm
- August 11<sup>th</sup> from 11am-1pm

Click [HERE](#) to sign-up



Thank you

