WELCOME! Daemen College

Benefits Education Seminar

February 26, 2020



Seeking Care: You Have Options

You have many ways to seek the care you need when you need it. Knowing where to go in certain situations can help you save time and money.

COST			\$\$	\$\$\$\$
TIME			000	0000
				+
	Primary Care Physician (PCP)	Telemedicine	Urgent Care	Emergency Room (ER)



Telemedicine Hosted by Doctor On Demand[®]: Convenient Access to Quality Care





24/7/365 access to 250+ board-certified doctors through your smartphone, tablet, or computer with a front-facing camera



INSTANT ACCESS

Provides members instant access to quality care with an average wait time under five minutes



90% TREATED

Physicians are able to treat 90% of the most common medical issues:

- Allergies
- Back pain
- Bronchitis and pneumonia
 - Cold and flu
 - Sinus infections
 - Mental health



Case Management

If complex health care is needed, our team is here to assist you. We help you make informed health care decisions, ensuring you receive the care you need.

You will also have access to the following programs:



General case management



Behavioral health



Transplant case management



Palliative care



Rare conditions case management



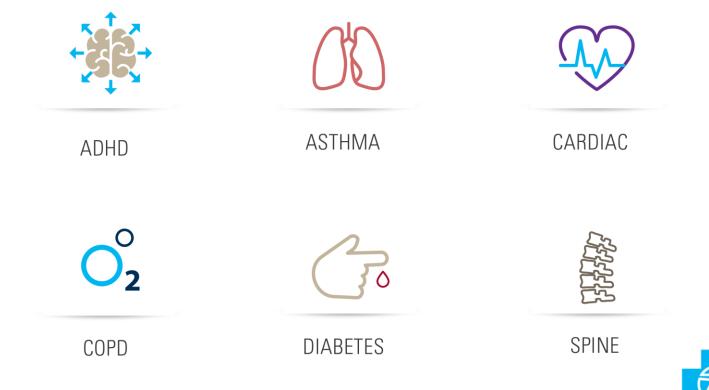
Right Start
Prenatal Program



Disease Management

Let our team help you manage your chronic condition. We help you stay on track with and improve your condition by empowering you with the tools to make positive health changes.

You will also have access to the following programs:



Online Tools

Log on to **bcbswny.com** to:



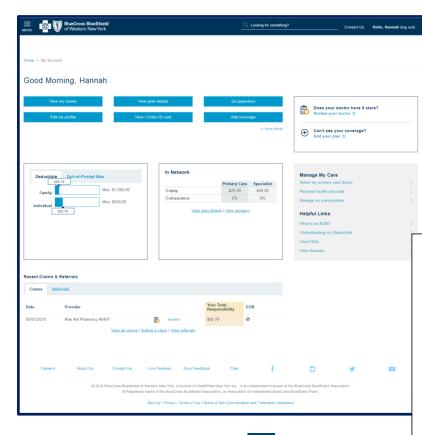








Register online at bcbswny.com/register





03 Sue Public

Group#: 00402284
RX Group: HNRXS
RX Bin: 610014

PPO 7200

RX copay \$10/\$50/\$100

In-Network Ded \$1500S/\$3000F

+No deductible on preventive







High-Deductible-Health-Plan (HDHP)



Example of How a Deductible Plan Works

PREVENTIVE SERVICES

Health Insurance Company Pays 100%

OTHER SERVICES

Until deductible amount is reached

After deductible amount is reached



You pay a deductible up to a certain amount

You Pay a Copay or Coinsurance

Health Insurance
Company Pays a
Percentage

Once the deductible amount is reached, you pay a copay or coinsurance



Health Insurance Company Pays



You Pay



High-Deductible-Health-Plan (HDHP)



How a HDHP Works

STAGE 1

Deductible Phase

- The deductible is the amount you pay before copays apply. You pay the full cost of services and prescriptions at BCBS's negotiated rate.
- Preventative Services are <u>not</u> subject to the deductible (See Benefit Summary for Full Detail).
- Family deductible can be met by one person or a combination of multiple family members. There is no individual deductible within a family.

STAGE 2

Copay/Coinsurance Phase

Once the deductible is met, you pay copays or coinsurance for services and prescriptions.

STAGE 3

Out-of-Pocket Maximum Phase

The maximum amount a member can pay in a given plan year. If out-of-pocket maximum is met, BCBS pays 100% for the remainder of the plan year.

At the end of the plan year, the deductible and out-of-pocket maximum reset and you return to Stage 1



POS 8200 \$1,500/\$3,000 - H.S.A. Plan



Benefit Summary	In-Network	Out-of-Network			
Deductible* (true family)	Individual: \$1,500 Individual: \$1,500				
	Family: \$3,000 Family: \$3,000				
Coinsurance	20% coinsurance after	40% coinsurance after			
Comsurance	deductible	deductible			
Out of Pocket Maximum (embedded)	Individual: \$4,000	Individual: \$5,000			
Out-of-Pocket Maximum (embedded)	Family: \$8,000	Family: \$10,000			
In-Network Services	\$250 Wellness Benefit Included				
Prescription Coverage	\$10 / \$50 / \$100 after deductible				
Primary Office Visit	20% after deductible				
Specialist Office Visit	20% after deductible				
Inpatient Hospitalization	20% after deductible (per admission)				
Outpatient Surgery (facility)	20% after deductible				
Emergency Room	20% after deductible				
Urgent Care	20% after deductible				
	To age 26				

^{*}combined for in-network and out-of-network





Medical Plan Options – Single Coverage Example

BCBS of WNY	POS 206 (Copay Plan)		POS 8200 (\$1,500/\$3,000)			
Medical Costs	Occurences	Cost for Each	Annual Cost	Occurences	Cost for Each	Annual Cost
PCP Doctor (sick) Visit	2	\$25	<u>\$50</u>	2	\$100	\$200
Emergency Room	1	\$50	<u>\$50</u>	1	\$1,000	<u>\$1,000</u>
Generic Rx (tier 1)	12	\$10	<u>\$120</u>	12	\$20	<u>\$240</u>
Brand Name Rx (tier 2)	2	\$50	<u>\$100</u>	2	\$70	<u>\$140</u>
Employee Costs						
Annual Out-of-Pocket		\$320			\$1,580	
Annual Premium		\$2,470.80			\$1,077.36	
Total		\$2,790.80			\$2,657.36	
				/		
Employer Funding HRA		<u>\$0</u>			\$1,500	
TOTAL EMPLOYEE COST		\$2,790.80			\$1,157.36	

Estimated Employee savings by moving from the POS 206 plan to the POS 8200 plan:

\$1,633.44





the POS 8200 plan:

Medical Plan Options – Family Coverage Example

				· ·		
BCBS of WNY	POS 206 (Copay Plan)		POS 8200 (\$5,000/\$10,000		310,000)	
Medical Costs	Occurences	Cost for Each	Annual Cost	Occurences	Cost for Each	Annual Cost
PCP Doctor (sick) Visit	8	\$25	<u>\$200</u>	8	\$100	\$800
Emergency Room	2	\$150	<u>\$300</u>	2	\$1,000	\$2,000
Generic Rx (tier 1)	15	\$10	<u>\$150</u>	15	\$20	<u>\$300</u>
Brand Name Rx (tier 2)	4	\$30	<u>\$120</u>	4	\$70	<u>\$280</u>
Employee Costs						
Annual Out-of-Pocket		\$770			\$3,380	
Annual Premium		\$4,423.20			\$2,025.36	
Total		\$5,193.20			<u>\$3,355.76</u>	
				7		
Employer Funding HRA		<u>\$0</u>			\$3,000	
TOTAL EMPLOYEE COST		\$5,193.20			\$355.76	

Estimated Employee savings by moving from the POS 206 plan to

Lawley

\$4,837.44



What is an HSA?

Health savings accounts (HSAs) are a great way to save money and efficiently pay for medical expenses. HSAs are tax-advantaged savings accounts that accompany high deductible health plans (HDHPs).

HSA ADVANTAGES

Ownership

Funds remain in the account from year to year

Affordability

Lower health insurance premiums

Control

You decide how to utilize your account

Security

Protect against high or unexpected medical bills

Flexibility

Pay for medical expenses or save for future needs

Portability

Your HSA is completely portable

TRIPLE TAX SAVINGS

Pre-Tax

Funds are not subject to income tax

Tax-Deferred

Money grows without being taxed

Tax-Free

Withdrawals for qualified medical expenses





Who is Eligible for an HSA

ANYONE WHO IS:

- Covered by a High-Deductible-Health-Plan (HDHP)
- Not enrolled in Medicare (under 65 and/or not permanently disabled)
- Not covered under other health insurance*
- Not claimed as a dependent on another person's tax return

2020 HSA MAXIMUM CONTRIBUTION LIMITS

SINGLE CONTRIBUTION	FAMILY CONTRIBUTION	"CATCH-UP" CONTRIBUTION
\$3,550	\$7,100	\$1,000

Individuals who are age 55 and older can contribute an additional contribution annually

*other health insurance does not include: specific disease or illness insurance, accident, disability, dental care, vision care and long-term care insurance





What happens when you turn 65 -

- You can no longer contribute pre-tax dollars to your HSA if you are enrolled in Medicare Part A or B
- You should change your contribution to zero the month you become enrolled in Medicare
- If you are enrolled in Medicare, you can still use funds in your HSA to pay for eligible medical expenses and will not pay taxes on the money (ex: deductibles, premiums, copays and coinsurance)
- If you are working and not collecting Social Security, you can choose to delay Part A until you retire. The IRS looks back 6 months so if you are over 65, do not have Medicare, have been contributing to an HSA and decide to retire and pick up Medicare, you will need to stop your contribution 6 months before.

^{*}For advice on your HSA and Medicare, please consult either a tax attorney or a Social Security representative.





Qualified Medical Expenses

You can use money in your HSA to pay for any qualified medical expense. A full list is available on the IRS website, www.irs.gov in IRS Publication 502



Copays or Deductibles



Medical Equipment



Dental Care, Braces, Dentures



Prescriptions



Diagnostic Tests & Devices



Doctor and Hospital Visits



Vision Care, Glasses, Contacts

Select Insurance Premiums



THANK YOU

For more info, visit: lawleyinsurance.com

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