

Traditional PPO v Core HRA v Buy-up HSA v Base HSA plans: Teammate + Family coverage

FIGURE 1

Plan	Deductible	Coinsurance	MOOP	Maximum Claim Amount needed for 1 PERSON to satisfy the individual MOOP	Total member cost exposure when 1 PERSON meets the MOOP	Total member cost exposure when the FAMILY meets the MOOP
Traditional PPO	\$ 950	20%	\$ 3,500	\$13,700	\$12,184	\$15,684
Core HRA	\$ 2,500	20%	\$ 5,000	\$15,000	\$7,718	\$12,640
Buy-up HSA*	\$ 3,400	20%	\$ 8,000	\$26,400 *	\$11,940	\$11,940 *
Base HSA	\$ 3,500	20%	\$ 7,000	\$21,000	\$9,152	\$16,152
*In the Buy-up HSA, all members enrolled in the plan are covered at 100% once the family MOOP is met by 1 or more members enrolled in the plan. There is no individual deductible or individual MOOP.						

EXAMPLE 1: Total claim cost is \$8000

Key assumptions:

- 1) 1 person on the plan drives the cost and experiences claims.
- 2) Health Reimbursement Account contributions from DSG (\$1000), Buy-up plan Health Savings Account contributions from DSG (\$1000), or Base plan Health Savings Account contributions from DSG (\$500) would be applied as a reduction to the total cost.

Plan	Annual Premium	Deductible (this amount would be paid first)	Co-insurance (20% for all plans once the deductible is met)	Maximum Out-of-Pocket (MOOP)	DSG Fund Contribution	Total cost
Traditional PPO (Embedded)	\$8684	\$950	\$7050 (\$8000 - \$950) * 20% = \$1410	\$3500 – you will have met \$2360 of your individual, embedded MOOP	\$0	(\$8684 + \$2360) = \$10,810
Core HRA (Embedded)	\$3718	\$2500	\$5500 (\$8000 - \$2500) * 20% = \$1100	\$5000 – you will have met \$3600 of your individual, embedded MOOP	\$1000	(\$3718 + \$3600) - \$1000 HRA = \$6240
Buy-up HSA (Non-Embedded)	\$4940	\$3400 <i>Teammate and family have satisfied the deductible</i>	\$4600 (\$8000 - \$3400) * 20% = \$920	\$8,000 – you will have met \$4,320 of your family, non-embedded MOOP	\$1000	(\$4940 + \$4320) - \$1000 HSA = \$8260
Base HSA (Embedded)	\$2652	\$3500	\$4500 (\$8000 - \$3500) * 20% = \$900	\$7000 – you will have met \$4400 of your individual, embedded MOOP	\$500	(\$2652 + \$4400) - \$500 HSA = \$6552

EXAMPLE 2: Total claim cost is \$20,000

Key assumptions:

- 1) 1 person on the plan drives the cost and experiences claims.
- 2) Health Reimbursement Account contributions from DSG (\$1000), Buy-up plan Health Savings Account contributions from DSG (\$1000), or Base plan Health Savings Account contributions from DSG (\$500) would be applied as a reduction to the total cost.

Please note: If the maximum out-of-pocket (MOOP) is satisfied, as it is in Traditional PPO and Core HRA, it can be assumed that this will be the case for any claim \$20k or more for these two plans

Plan	Annual Premium	Deductible (this amount would be paid first)	Co-insurance (20% for all plans once the deductible is met)	Maximum Out-of-Pocket (MOOP)	DSG Fund Contribution	Total cost
Traditional PPO (Embedded)	\$8684	\$950	\$19,050 (\$20000 - \$950) * 20% = \$3810 Based on having a \$3500 MOOP, you are capped at \$2550	\$3500 – you have met your individual, embedded MOOP	\$0	(\$8684 + \$3500) = \$12,184
Core HRA (Embedded)	\$3718	\$2500	\$17,500 (\$20,000 - \$2500) * 20% = \$3500 Based on having a \$5,000 MOOP, you are capped at \$2500	\$5000 – you have met your individual, embedded MOOP	\$1000	(\$3718 + \$5000) - \$1000 HRA = \$7,718
Buy-up HSA (Non-Embedded)	\$4940	\$3400 <i>Teammate and family have satisfied the deductible</i>	\$16,600 (\$20,000 - \$3400) * 20% = \$3320	\$8,000 – you will have met \$6,720 of your family, non-embedded MOOP	\$1000	(\$4940 + \$6720) - \$1000 HSA = \$10,660
Base HSA (Embedded)	\$2652	\$3500	\$16,500 (\$20,000 - \$3500) * 20% = \$3,300	\$7000 – you will have met \$6,800 of your individual, embedded MOOP	\$500	(\$2652 + \$6800) - \$500 HSA = \$8952

EXAMPLE 3: Total claim cost is \$100,000

Key assumptions:

- 1) 1 person on the plan drives the cost and experiences claims.
- 2) Health Reimbursement Account contributions from DSG (\$1000), Buy-up plan Health Savings Account contributions from DSG (\$1000), or Base plan Health Savings Account contributions from DSG (\$500) would be applied as a reduction to the total cost.

Please note: MOOP is satisfied in this scenario for all 4 plans. The last column indicates the dollar amount of claims to reach the MOOP. This shows the “Total member cost exposure”, as indicated on Figure 1.

Plan	Annual Premium	Deductible (this amount would be paid first)	Co-insurance (20% for all plans once the deductible is met)	Maximum Out-of-Pocket (MOOP)	DSG Fund Contribution	Total cost
Traditional PPO (Embedded)	\$8684	\$950	\$99,050 (\$100,000 - \$950) * 20% = \$19,810 Based on having a \$3500 MOOP, you are capped at \$2550	\$3500 – you have met your individual, embedded MOOP	\$0	(\$8684 + \$3500) = \$12,184
Core HRA (Embedded)	\$3718	\$2500	\$97,500 (\$100,000 - \$2500) * 20% = \$19,500 Based on having a \$5,000 MOOP, you are capped at \$2500	\$5000 – you have met your individual, embedded MOOP	\$1000	(\$3718 + \$5000) - \$1000 HRA = \$7,718
Buy-up HSA (Non-Embedded)	\$4940	\$3400 <i>Teammate and family have satisfied the deductible</i>	\$96,670 (\$100,000 - \$3400) * 20% = \$19,320 Based on having a \$8,000 MOOP, you are capped at \$4600	\$8,000 – you will have met your FAMILY non-embedded MOOP (everyone in the family is now covered at 100%)	\$1000	(\$4940 + \$8000) - \$1000 HSA = \$11,940
Base HSA (Embedded)	\$2652	\$3500	\$96,500 (\$100,000 - \$3500) * 20% = \$19,300 Based on having a \$7,000 MOOP, you are capped at \$3,500	\$7000 – you will have met your individual, embedded MOOP	\$500	(\$2652 + \$7000) - \$500 HSA = \$9152