Traditional PPO v Core HRA v Buy-up HSA v Base HSA plans: Teammate + Child(ren) 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	**$7,894**	**$11,394**
Core HRA	$ 2,500	20%	$ 5,000	$15,000	**$6,132**	**$11,132**
Buy-up HSA*	$ 3,400	20%	$ 8,000	$26,400 *	**$10,588**	**$10,588 ***
Base HSA	$ 3,500	20%	$ 7,000	$21,000	**$7,800**	**$14,826**
***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)	$4394	$950	$7050 ($8000 - $950) * 20% = $1410	$3500 – you will have met $2360 of your individual, embedded MOOP	$0	($4394 + $2360) = **$6754**
Core HRA (Embedded)	$2132	$2500	$5500 ($8000 - $2500) * 20% = $1100	$5000 – you will have met $3600 of your individual, embedded MOOP	$1000	($2132 + $3600) - $1000 HRA = **$4732**
Buy-up HSA (Non-Embedded)	$3588	$3400 ***Teammate and child(ren) have satisfied the deductible***	$4600 ($8000 - $3400) * 20% = $920	$8,000 – you will have met $4,320 of your family, non-embedded MOOP	$1000	($3588 + $4320) - $1000 HSA = **$6908**
Base HSA (Embedded)	$1326	$3500	$4500 ($8000 - $3500) * 20% = $900	$7000 – you will have met $4400 of your individual, embedded MOOP	$500	($1326 + $4400) - $500 HSA = **$5226**

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.*

<u>Please note</u>: 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)	$4394	$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	($4394 + $3500) = **$7894**
Core HRA (Embedded)	$2132	$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	($2132 + $5000) - $1000 HRA = **$6132**
Buy-up HSA (Non-Embedded)	$3588	$3400 ***Teammate and child(ren) have satisfied the deductible***	$16,600 ($20,000 - $3400) * 20% = $3320	$8,000 – you will have met $6,720 of your family, non-embedded MOOP	$1000	($3588 + $6720) - $1000 HSA = **$9308**
Base HSA (Embedded)	$1326	$3500	$16,500 ($20,000 - $3500) * 20% = $3,300	$7000 – you will have met $6,800 of your individual, embedded MOOP	$500	($1326 + $6,800) - $500 HSA = **$7626**

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)	$4394	$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	($4394 + $3500) = **$7894**
Core HRA (Embedded)	$2132	$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	($2132 + $5000) -$1000 HRA = **$6132**
Buy-up HSA (Non-Embedded)	$3588	$3400 ***Teammate and child(ren) have satisfied the deductible***	$96,600 ($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	($3588 + $8000) - $1000 HSA = **$10,588**
Base HSA (Embedded)	$1326	$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	($1326 + $7000) - $500 HSA = **$7826**