

Gettysburg College

2019 Open Enrollment Healthcare Options

Presented by
Kristin Parker, CEBS



Agenda

■ Overview

- Current two Medical Plan options still available for 2019
 - PPO 500 Plan
 - PPO 1000 Plan
 - Health Flexible Spending Account (FSA)
 - *NEW Vendor - Optum*
- New option available for 2019
 - Qualified High Deductible Plan (QHDP)
 - Health Savings Accounts (HSA)

■ Questions

Current PPO \$500 and PPO \$1,000

No Benefit Changes

	PPO \$500		PPO \$1,000	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Medical Benefits				
Deductible	\$500/\$1,000	\$1,000/\$2,000	\$1,000/\$2,000	\$2,000/\$4,000
Coinsurance	10%	30%	10%	30%
Coinsurance OOP Max	\$1,500/\$3,000	\$3,000/\$6,000	\$2,000/\$4,000	\$5,000/\$10,000
Telemedicine	\$15	n/a	\$15	n/a
PCP Copay	\$20	30%	\$20	30%
Specialist Copay	\$30	30%	\$40	30%
Urgent Care Copay	\$30	30%	\$40	30%
ER Copay	\$100 copay (waived if admitted)		\$100 copay (waived if admitted)	
Prescription Drug Benefits	Retail	Mail Order	Retail	Mail Order
Deductible	None		None	
Copay - Generic/Brand/ Brand Non-Formulary	\$10/\$40/\$70	\$20/\$80/\$140	\$10/\$40/\$70	\$20/\$80/\$140
Total OOP Max¹	\$2,500/\$5,000	n/a	\$3,600/\$7,200	n/a

¹ Includes Deductible, Coinsurance and Copays for Medical & Prescription Drug

Gettysburg College Flexible Spending Account (FSA) Overview

Dave Houston, Optum Bank
2018

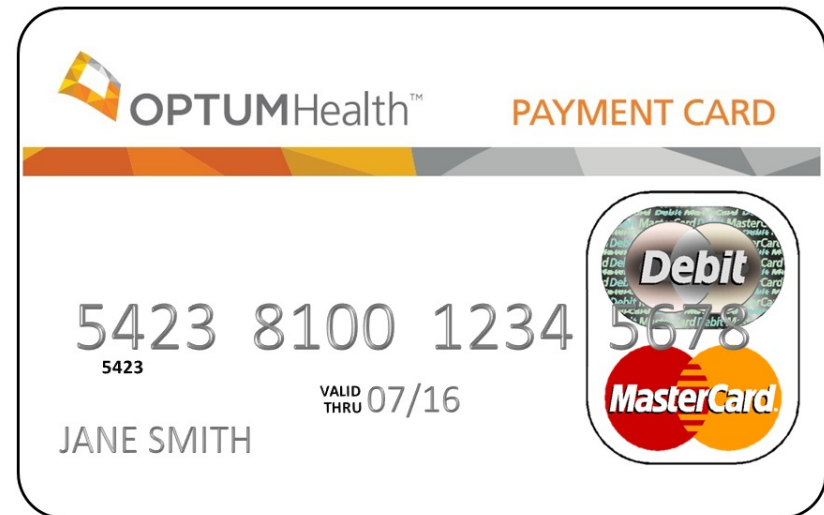


Paying for qualified expenses

Paying for expenses is convenient

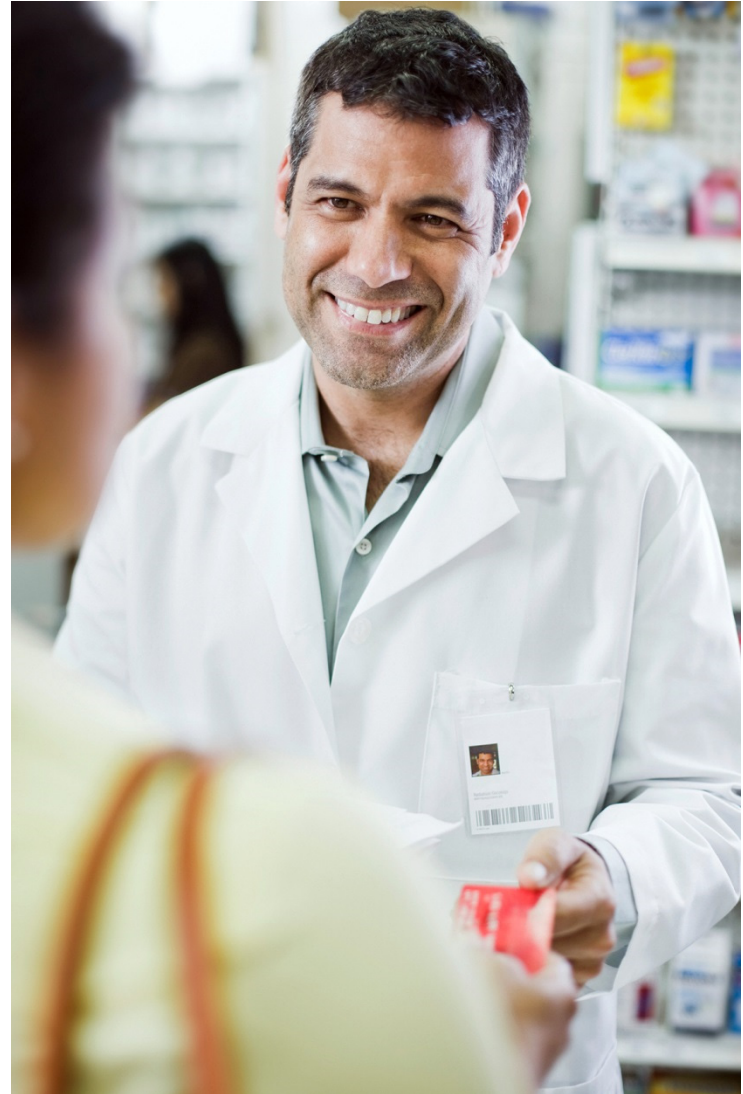
- Participants receive two payment cards: one for themselves and one to share with a spouse or dependent
- Activate the card right away
- Use it to pay for eligible expenses

Review your plan to learn which expenses are eligible



Added convenience: Optum MasterCard® payment card

- Your Optum payment card can be used at eligible merchants and medical providers where you incur FSA-eligible expenses.
- You can use the payment card instead of your own cash or credit card to pay for any eligible expenses.
- ***Keep your receipts!*** The IRS requires it. Optum might also require additional substantiation to determine eligibility.
- If you go to a merchant that uses the Inventory Information Approval System (IIAS), you usually will not be asked to submit documentation for those items you purchased using your payment card; however, you should always save your receipts.
- The card will be mailed to your home in a plain white envelope from Benefit Payment System.



How to submit claims

There are **four** methods of submission available for your claim form and documentation:

Online

- Visit our website: www.optumbank.com
- Login to your account. File your claim from the “I Want To” section in the upper right corner of the Home Page
- Substantiation can also be uploaded

Mobile App

Login to your account. Click “File a claim” and complete steps

Fax

Instructions in welcome kit & available online

Mail

Instructions in welcome kit & available online

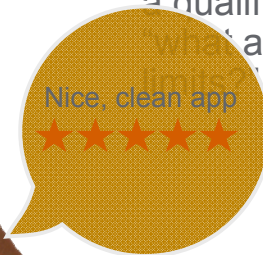
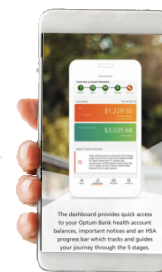
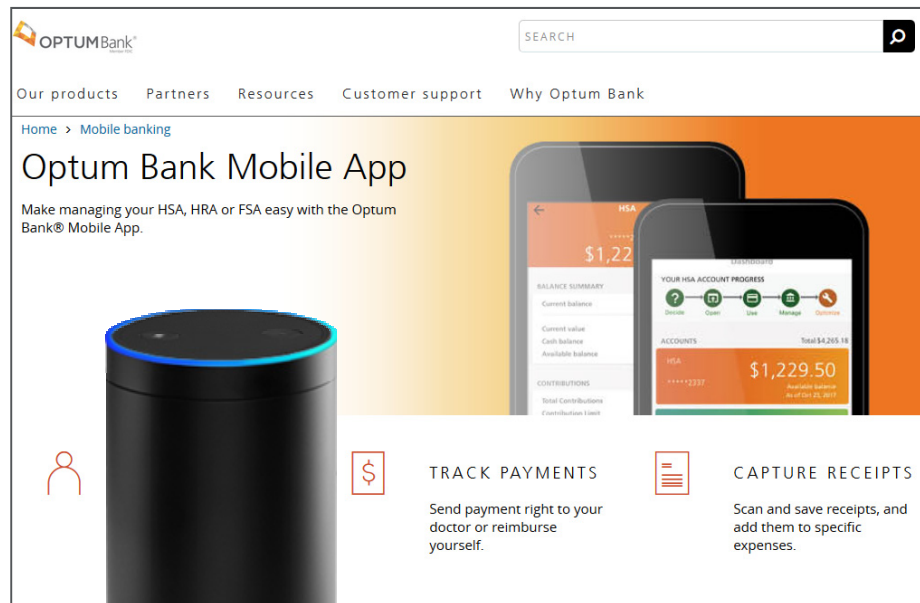
Regardless of your submission method, you will want to make sure you submit legible documentation. If we are unable to read items because of the quality of the copy, the claim will be denied pending resubmission of legible documentation.

Supporting documentation must clearly identify:

1. Name of provider or clinic providing the eligible service
2. Description of service
3. Date expense was incurred
4. Total expense amount
5. Signature and date (of claim submission)

Canceled checks and credit card statements are not valid receipts.

Get connected with Optum Bank



- Optum Bank Mobile App: Manage your HSA, FSA or HRA anywhere:
 - Track your balance, recent transactions and contribution limits.
 - Make an HSA contribution through mobile check deposit or a bank transfer.
 - Capture and submit receipts, and add receipts to specific expenses.
 - Discover how to maximize your HSA by tracking your progress along five key stages and more.
- Say “OK, Google” or “Hey, Alexa”: Enable Optum Bank to ask general account questions like “are bandages a qualified medical expense?” or “what are the HSA contribution limits?” Optum Bank’s app is the most reviewed and highest rated financial health care app.*

*Optum Bank App. Apple App Store. Accessed May 1, 2018.

Qualified High Deductible
Plan (QHDP) *and*
Health Savings Account (HSA)

The IRS requires design differences for QHDHPs compared to standard PPO plans

Standard PPO

- The deductible does not apply to services that have a copay
- The family deductible amount may not need to be met to be eligible for benefits if an individual met the single deductible amount

QHDHP

- The deductible applies to all services (except Preventive)
- The deductible must be met before any family member is eligible for covered benefits

Current PPO \$1,000 plan & QHDP

	PPO \$1,000		QHDP \$2,000	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Medical Benefits				
Deductible	\$1,000/\$2,000	\$2,000/\$4,000	\$2,000/\$4,000	\$4,000/\$8,000
Coinsurance	10%	30%	10%	30%
Coinsurance OOP Max	\$2,000/\$4,000	\$5,000/\$10,000	\$2,000/\$4,000	\$5,000/\$10,000
Telemedicine	\$15	n/a	\$15	n/a
PCP Copay	\$20	30%	\$20	30%
Specialist Copay	\$40	30%	\$40	30%
Urgent Care Copay	\$40	30%	\$40	30%
ER Copay	\$100 copay (waived if admitted)		\$100 copay (waived if admitted)	
Prescription Drug Benefits	Retail	Mail Order	Retail	Mail Order
Deductible	None		None	
Copay - Generic/Brand/ Brand Non-Formulary	\$10/\$40/\$70	\$20/\$80/\$140	\$10/\$40/\$70	\$20/\$80/\$140
Total OOP Max¹	\$3,600/\$7,200		\$4,600/\$8,200	

¹ Includes Deductible, Coinsurance and Copays for Medical & Prescription Drug

QHDP Overview

Example of How the Health Plans Would Work Under the Following Scenario

12

Employee Only Contract

SCENARIO			PPO \$1,000			QHDP \$2,000		
Date of Service	Service	HBS Allowable Amount	Deductible	Coinsurance	Copays	Deductible	Coinsurance	Copays
February 15, 2017	Prescription (Generic)	\$70			\$10	\$70		
March 15, 2017	Prescription (Generic)	\$110			\$10	\$110		
March 29, 2017	Primary Office Visit - Preventive Visit	\$85			\$0	\$0		
April 1, 2017	x-ray	\$220	\$220			\$220		
May 16, 2017	Surgery	\$4,600	\$780	\$382		\$1,600	\$300	
June 15, 2017	Prescription (Generic)	\$70			\$10			\$10
September 2, 2017	Specialist Office Visit	\$120			\$40			\$40
October 15, 2017	Prescription (Brand Non-Preferred)	\$500			\$70			\$70
November 1, 2017	Primary Office Visit - Sick	\$85			\$20			\$20
November 15, 2017	Primary Office Visit - Sick	\$85			\$20			\$20
November 15, 2017	Prescription (Generic)	\$70			\$10			\$10
December 15, 2017	Prescription (Generic)	\$70			\$10			\$10
Assumes all In-network Services		TOTAL	\$1,000	\$382	\$200	\$2,000	\$300	\$180

Member Out-of-Pocket Cost	\$1,582	\$2,480
	<i>These costs are eligible for FSA Distributions</i>	<i>These costs are eligible for HSA Distributions</i>
Employee's Payroll Withholding (based on employee making less than \$80,000 but more than \$40,000)	\$756	\$524
Employer HSA Contribution	n/a	-\$1,500
TOTAL COST	\$2,338	\$1,504

SAVINGS - \$834

QHDHP Overview

Example of How the Health Plans Would Work Under the Following Scenario

13

Employee (EE) & Spouse (SP) Contract

SCENARIO			PPO \$1,000			QHDP \$2,000		
Date of Service	Service	HBS Allowable Amount	Deductible	Coinsurance	Copays	Deductible	Coinsurance	Copays
February 15, 2017	Prescription (Generic) - EE	\$70			\$10	\$70		
March 15, 2017	Prescription (Generic) - SP	\$110			\$10	\$110		
March 29, 2017	Primary Office Visit - Preventive Visit	\$85			\$0	\$0		
April 1, 2017	x-ray - SP	\$220	\$220			\$220		
May 16, 2017	Surgery - SP	\$4,600	\$780	\$382		\$3,600	\$100	
June 15, 2017	Prescription (Generic) - EE	\$70			\$10			\$10
September 2, 2017	Specialist Office Visit - SP	\$120			\$40			\$40
October 15, 2017	Prescription (Brand Non-Preferred) - SP	\$500			\$70			\$70
November 1, 2017	Primary Office Visit - SP	\$85			\$20			\$20
November 15, 2017	Primary Office Visit - SP	\$85			\$20			\$20
November 15, 2017	Prescription (Generic) - EE	\$70			\$10			\$10
December 15, 2017	Prescription (Generic) - EE	\$70			\$10			\$10
December 16, 2017	Surgery - EE	\$10,000	\$1,000	\$900		\$0	\$1,000	
Assumes all In-network Services		TOTAL	\$2,000	\$1,282	\$200	\$4,000	\$1,100	\$180

Member Out-of-Pocket Cost	\$3,482	\$5,280
---------------------------	---------	---------

These costs are eligible for FSA Distributions These costs are eligible for HSA Distributions

Employee's Payroll Withholding	\$3,035	\$2,179
--------------------------------	---------	---------

(based on employee making less than \$80,000 but more than \$40,000)

Employer HSA Contribution	n/a	-\$3,000
---------------------------	-----	----------

TOTAL COST	\$6,517	\$4,459
-------------------	----------------	----------------

SAVINGS	-\$2,059
----------------	-----------------

Gettysburg College Health Savings Account (HSA) Overview for the Qualified High Deductible Plan (QHDP)

Dave Houston, Optum Bank

2018



Health Savings Account eligibility

You are eligible to open and contribute to an Health Savings Account if:

- You are covered by an HSA qualifying high deductible health plan (HDHP)
- You are not covered by any other health plan that is not a high deductible plan
- You are not enrolled in Medicare, TRICARE or TRICARE for Life
- You are not claimed as a dependent on someone else's tax return
- You are not covered by a health care flexible spending account (FSA)
- You have not received Veterans Administration (VA) benefits within the past three months, except for preventive care. If you are a veteran with a disability rating from the VA, this exclusion does not apply.



What is a Health Savings Account?

Health Savings Accounts (HSAs) are designed to help you save and pay for qualified medical expenses



Deposit money into your Health Savings Account.



Save on taxes.



Use your HSA to pay for qualified medical expenses.

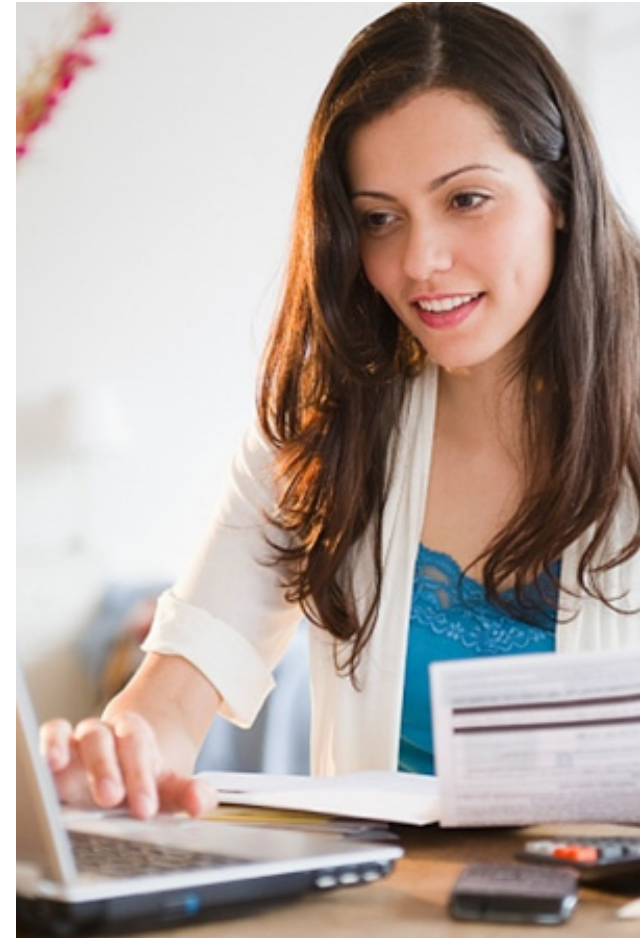


Invest your savings in mutual funds, for balances over \$2,000

Investments are not FDIC insured, are not guaranteed by Optum Bank[®], and may lose value.

What you need to know about your Health Savings Account

- **You're in charge of managing your HSA**
- **Its an individually owned account, like your retirement account and IRA**
- **Annual contribution limits are set by the IRS**
- **Deposits can be made at any time and are available immediately**
- **All deposits up to the annual IRS limit are income tax-free**
- **Withdrawals made for qualified medical expenses are not subject to income tax**



Investments are not FDIC insured, are not guaranteed by Optum Bank[®], and may lose value.

Contribution limits for your Health Savings Account

Amount of contribution

The IRS determines how much you can deposit into your Health Savings Account each year.

Contribution rules

In 2019, contribution limits are \$3,500 for individual coverage and up to \$7,000 for family coverage. This includes contributions from Gettysburg College.

Additional contribution

Those 55 years of age or higher, but not yet enrolled in Medicare, can fund an additional \$1,000/year “catch-up” contribution.

How much will Steve save with his Health Savings Account?

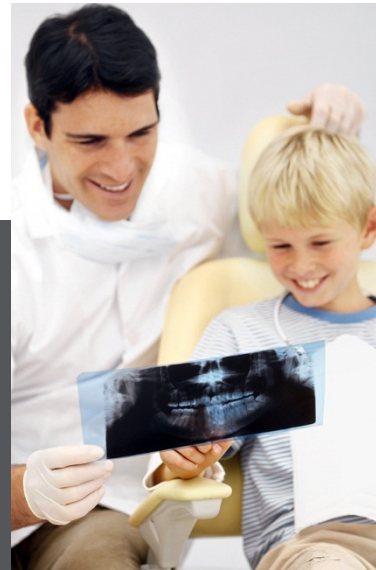
1	In 2019, Steve will deposit \$3,000 through payroll into his HSA and will get \$3,000 from Gettysburg College	Steve's federal and state income tax and FICA <u>savings for the year will be \$1,070*</u>
2	Steve will use about \$1,000 to pay for qualified medical expenses for himself and his family	Steve <u>will not have to pay income taxes</u> on the \$1,000 as long as he uses it to pay for qualified medical expenses
3	Steve will earn interest on the funds in his Health Savings Account	Steve will not <u>not have to pay income taxes</u> on his interest
4	Steve will carry over \$5,000 HSA dollars (\$3,000 + \$3,000 – \$1000 + interest) into the next year	With a traditional plan, Steve wouldn't have carried over any money. <u>Steve is better prepared for the future</u>

- * Assumes a 25% federal tax rate, 3% state tax rate and 7.65% FICA

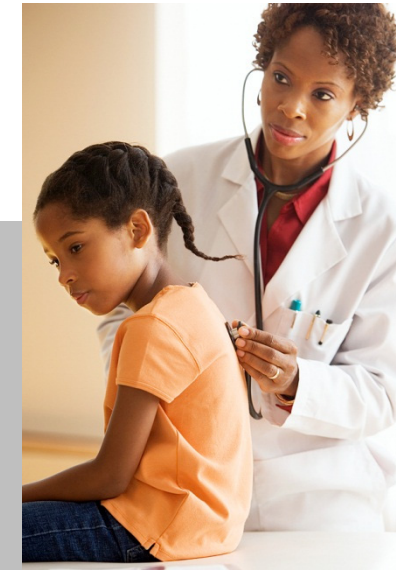
Health Savings Account qualified medical expenses



Medical plan deductibles, coinsurance, and prescription costs



Medical, dental and vision care services & products



Use HSA dollars to pay for qualified medical expenses for your spouse or dependents

Paying for non-qualified expenses

Any Health Savings Account funds used for purposes other than to pay for qualified medical expenses are:

- **Taxable as income**
- **Subject to a 20% tax penalty***

* The 20% tax penalty does not apply to account holders age 65 and older, those who become disabled or enroll in Medicare



How to make deposits into your Health Savings Account

Payroll deduction

Contribute through payroll deductions at Gettysburg College and save on FICA taxes. *This is the easiest way to save!*

Contribute online

Arrange a one time or recurring electronic transfer from an account at another financial institution

Mail a check

Deposit additional dollars into your account by mailing in a check

You can make HSA deposits until April 15th in order to realize tax savings for the prior year

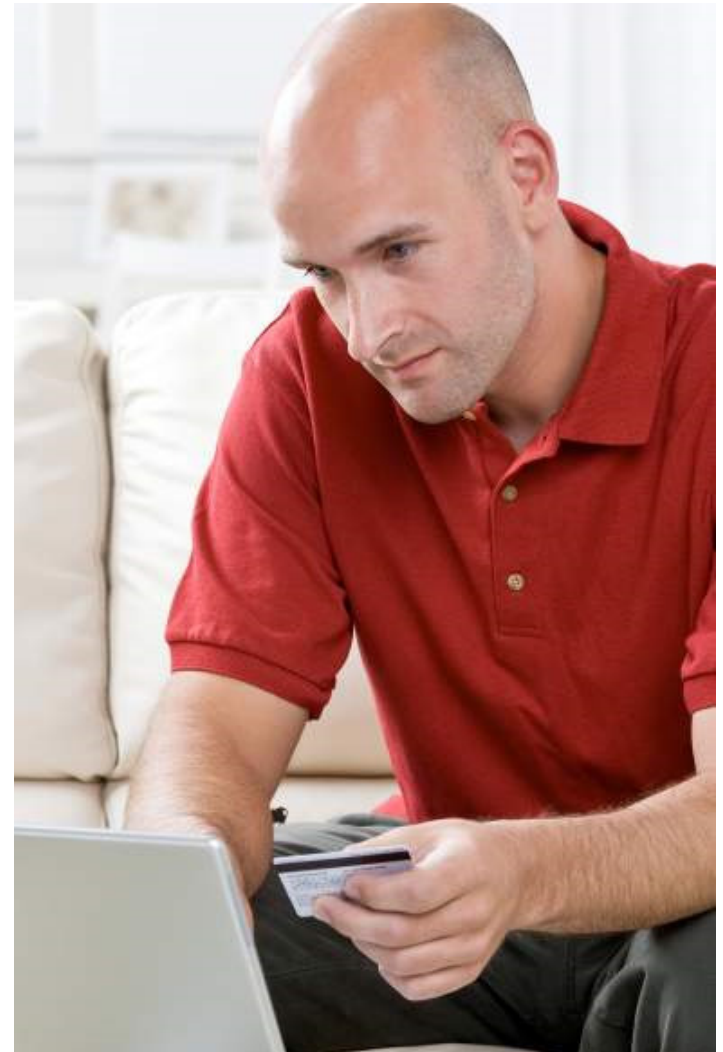
Access your Health Savings Account funds

Use your Optum Bank® Health Savings Account Debit MasterCard®

Sign up for automatic bill pay and online banking

Use Apple/Android Pay

Pay for an expense with personal funds and reimburse yourself from your HSA – credit card with rewards anyone?



Save your receipts!

- **Save your receipts for all qualified medical expenses**
- **Track bill pays, reimbursements and out-of-pocket expenses via expense journal**
- **Optum Bank® does not track your expenses or verify eligibility**



How Molly Uses Her Health Savings Account for a Medical Visit

Molly goes to the doctor with her HSA



Molly presents her health plan member ID card at the doctor's office, for a non preventative care visit



Her doctor submits a claim to her health care plan



Molly fills her prescription and pays for it with her HSA Debit Mastercard®



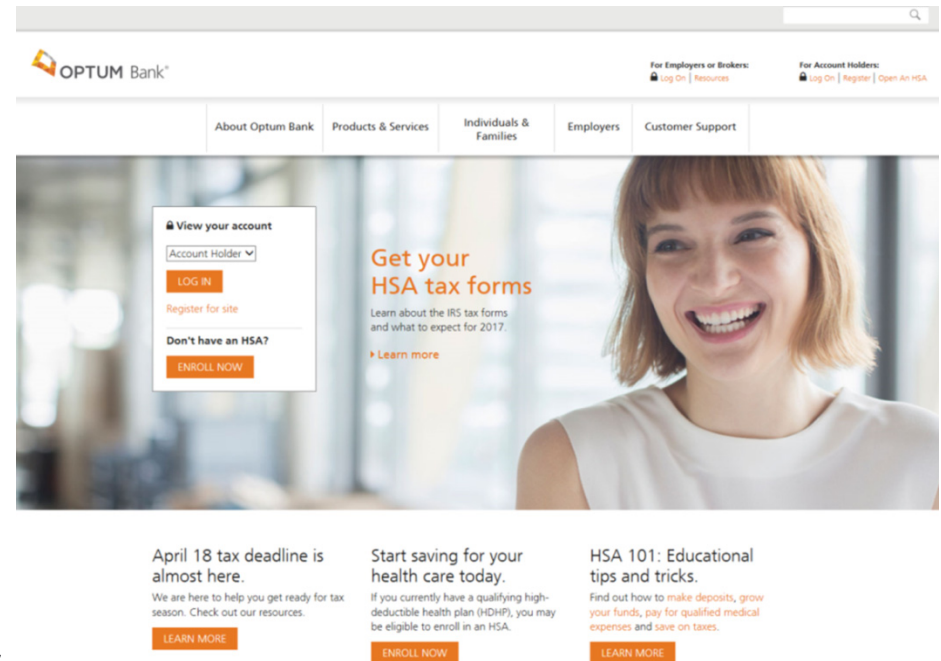
Molly receives and pays her doctor's bill with her HSA Debit Mastercard®, personal card or uses bill pay



Molly retains her receipts via the Optum mobile app, website or paper copies

What to expect as a new account holder

- You can download the Mobile App right now
- Optum Bank® Welcome Kit will be mailed shortly after you are successfully enrolled in an HSA
- Debit card will arrive in a separate mailing
- HSA materials are mailed separately from health plan materials
- After logging in to your account for the first time, you will be prompted to provide your email address. You'll receive an Optum Bank quarterly newsletter with tips for helping you to make the most of your health care dollars



Common questions about Health Savings Accounts

Can I open a health savings account at any time during the year?

Yes. You can open an HSA at any time, as long as you are covered by an HSA-qualifying high deductible health plan

Can I take the funds in my HSA with me if I leave the company?

Yes. Funds in your HSA belong to you, including any contributions that your employer or anyone else has made

Am I required to contribute a specific amount each year?

No. You can contribute as much as you'd like up to the IRS maximums. Many people base their contributions on the annual deductible required by their HDHP

Do I need to use all of the funds in my HSA during the year?

No. HSA plans are not subject to IRS "Use It or Lose It" regulations. This means that funds in the account continue to accumulate over time

What if you have more questions?

If you enroll in the Qualified Plan with the Health Savings Account you will have future opportunities to learn more

Call Optum Bank customer service (866) 234-8913

Visit optumbank.com and download the Optum Bank Mobile App

Talk to your Gettysburg College HR Team



Questions?