



Hogan & Associates Construction



High Deductible Health Plan with Health Savings Account

Open Enrollment: Mon, Feb 27 – Fri, March 17



Hogan & Associates Construction



Presented by: **Amy Sorensen, Benefits Account Manager**



Also joining: **Shaylyn Darling, Sales Support Consultant**

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- Please submit your questions in the chat. We will answer them in the order they are received.
- Do not ask any personal questions you are uncomfortable disclosing to the entire group.
- Please email any personal questions directly to UtahSales@Aetna.com

Enter in Subject Line: **Hogan & Associates Open Enrollment**



**Open Enrollment Q&A at the
end of the presentation!**

NEW! High Deductible Health Plan (HDHP)

\$3,500 High Deductible Health Plan (HDHP)

	Network	Non-Network *
	\$3,500 Individual / \$7,000 Family	\$3,500 Individual / \$7,000 Family
Deductible PCY	If any family member reaches the Individual Deductible then the deductible is satisfied for that family member. If any combination of family members reach the Family Deductible, then the deductible is satisfied for the entire family.	
	\$4,000 Individual / \$8,000 Family	\$4,000 Individual / \$8,000 Family
Out of Pocket Maximum (Includes Most Services)	If any family member reaches the Individual Out of Pocket Maximum, then the out of pocket maximum is satisfied for that family member. If any combination of family members reach the Family Out of Pocket Maximum, then the out of pocket maximum is satisfied for the entire family.	
Coinsurance (Carrier Pays / Member Pays)	80% / 20% AD	60% / 40% AD
Office Visits		
Primary Care	80 / 20 AD	60 / 40 AD
Preventive **	Covered 100%	60 / 40 AD
Specialists or Secondary Care Provider	80 / 20 AD	60 / 40 AD
Chiropractic	80 / 20 AD	60 / 40 AD
Diagnostic Lab & X-Ray Services		
Minor (In Office)	80 / 20 AD	60 / 40 AD
Major	80 / 20 AD	60 / 40 AD
Hospital Services		
Outpatient	80 / 20 AD	60 / 40 AD
Inpatient	80 / 20 AD	60 / 40 AD
Maternity	80 / 20 AD	60 / 40 AD
Emergency Services		
Urgent Care	80 / 20 AD	60 / 40 AD
Emergency Room	80 / 20 AD	See Network Benefits
Ambulance	80 / 20 AD	See Network Benefits
Mental Health Services		
Inpatient	80 / 20 AD	60 / 40 AD
Outpatient	80 / 20 AD	60 / 40 AD
Outpatient - Office	80 / 20 AD	60 / 40 AD
Prescriptions (Generic Required)		
Pharmacy	80 / 20 AD	Not Covered
Maintenance Drugs or Mail Order	80 / 20 AD	



Coverage Type	Monthly
Employee	\$0.00
Two Party	\$0.00
Family	\$0.00
	Monthly
	Non-Compliant
Employee	\$90.94
Two Party	\$190.97
Family	\$272.81

NEW! High Deductible Health Plan (HDHP)

Premium differences on Medical Plan Options:



\$500 Base		\$250 Buy Up		\$3500 HDHP	
Coverage Type	Monthly		Monthly		Monthly
Employee	\$0.00		\$62.52		\$0.00
Two Party	\$0.00		\$131.30		\$0.00
Family	\$0.00		\$187.57		\$0.00
	Monthly Non-Compliant		Monthly Non-Compliant		Monthly Non-Compliant
Employee	\$119.65		\$126.31		\$90.94
Two Party	\$251.28		\$265.25		\$190.97
Family	\$358.97		\$378.93		\$272.81

Annual Premium Savings (vs. Non-Compliant rates)

\$500 Base		\$250 Buy Up	
EE	\$344.52	EE	\$424.44
Two Party	\$723.72	Two Party	\$891.36
Family	\$1,033.92	Family	\$1,273.44

Enrolling on the HDHP plan will **SAVE** on premium!

What is an HSA



- A Health Savings Account (HSA) is a tax advantaged savings account that can be used to pay eligible medical expenses – this would include coinsurance and your deductible
- An HSA must only be used if you are covered by a high deductible health plan (HDHP)
- You own the account, but both you and your employer can contribute funds
- Funds roll over each year – it is NOT a loose it or use it account

Who is Eligible for an HSA?

Anyone who is:

- Covered by an HDHP
- Not enrolled in Medicare A or B benefits
- Not covered under another health plan*
- Not eligible if you are to be claimed on another person's taxes



NOTE: You cannot enroll in an **FSA** and **HSA** in the same year. If you enrolled in an FSA effective 1/1/2023 you will not be eligible to contribute to an HSA until 1/1/2024. You can, however, still enroll in the HDHP plan.

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

Benefits of an HSA

- Tax-advantages: *Triple Tax Advantage*:

- ① No tax on money going in (account contributions) ✓

- ② No tax on account earnings/investments ✓

- ③ No tax on account withdrawals (when using for QME) ✓

Triple tax advantage means you save money on your health care expenses.

- Funds rollover each year, so you can use your HSA to save tax-free money for retirement
- You own the account, even if you leave the company – **it's YOUR MONEY!**
- Lowest cost premium

HSA Contributions & Limits

How much can be contributed to an HSA?

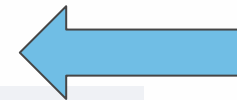
As mandated by federal law, the Annual Contribution limits are:

Type of Coverage	2023 Maximum Annual Contribution
Individual	\$3,850
Two Party	\$7,750
Family	\$7,750



Individuals age 55 or older may be eligible to make a catch up contribution of \$1,000 in 2023.

Type of Coverage	Employer Annual Contribution
Individual	\$1,500
Two Party	\$2,250
Family	\$3,000



Contributions distributed evenly per pay period, not in one lump sum.

i.e. Family enrollment will receive \$57.69 weekly

HSA Contributions & Annual Deductible

Network	
Deductible PCY	\$3,500 Individual / \$7,000 Family


Annual **INDIVIDUAL** Deductible
\$3,500
- \$1,500 HSA Deposit
= **\$2,000** Net Deductible

Annual **TWO PARTY** Deductible
\$7,000
- \$2,250 HSA Deposit
= **\$4,750** Net Deductible

Annual **FAMILY** Deductible
\$7,000
- \$3,000 HSA Deposit
= **\$4,000** Net Deductible

Employer Annual Contribution

Individual	\$1,500
Two Party	\$2,250
Family	\$3,000

Considering  Hogan's annual contributions, your annual deductible is drastically reduced

HDHP & HSA Savings Summary

➔ INDIVIDUAL

- Your per paycheck premiums will be lower for the HDHP option

Annual Premium Savings (vs. Non-Compliant rates)

	\$500 Base		\$250 Buy Up
EE	\$344.52		EE \$424.44

- **\$1,500 FREE MONEY** from Hogan & Associates

Annual Individual Savings:

\$500 Base	\$344.52 + \$1,500 = \$1,844.52
\$250 Buy Up	\$424.44 + \$1,500 = \$1,924.44



HDHP & HSA Savings Summary

➔ Two Party

- Your per paycheck premiums will be lower for the HDHP option

Annual Premium Savings (vs. Non-Compliant rates)

\$500 Base		\$250 Buy Up	
Two Party	\$723.72	Two Party	\$891.36

- **\$2,250 FREE MONEY** from Hogan & Associates

Annual Two Party Savings:

\$500 Base	$\$723.72 + \$2,250 =$	\$2,973.72
\$250 Buy Up	$\$891.36 + \$2,250 =$	\$3,141.36



HDHP & HSA Savings Summary

➔ Family

- Your per paycheck premiums will be lower for the HDHP option

Annual Premium Savings (vs. Non-Compliant rates)

	\$500 Base	\$250 Buy Up
Family	\$1,033.92	\$1,273.44

- **\$3,000 FREE MONEY** from Hogan & Associates

Annual Family Savings:

\$500 Base	\$1,033.92 + \$3,000 = \$4,033.92
\$250 Buy Up	\$1,273.44 + \$3,000 = \$4,273.44



HDHP & HSA Savings Summary

- The Hogan contributions can be used to pay for QME – and if you don't have any medical expenses or few medical expenses, you keep that money in your HSA account!



- A HDHP option may be best for those with Few Medical Expenses & who are Generally Healthy.

HSA Distribution Rules

HSA distributions can be taken for qualified medical expenses for the following people:

- The account holder (Employee covered by the HDHP)
- Employee's Spouse (even if not covered by the HDHP)
- Any Dependents claimed on your tax return (even if not covered by the HDHP)



For individuals **age 65** and older, HSA distributions can be used for non-qualified medical expenses without facing the 20% penalty

- However, income taxes will apply for nonmedical distributions
- This rule is regardless of whether the individual is enrolled in Medicare



Qualified Medical Expenses

Most Popular HSA Expenses

COVID-19

Disposable Face Masks

Anti-Bacterial Hand Sanitizer

Sanitizing Wipes to Prevent COVID-19

Medication

Acne Medicine

Allergy Medicines

Ibuprofen

General

Prescriptions ^{Rx}

Doctor Fees

Crutches

Flu Shot

Hearing Aids

Motorized Wheelchair

X-Rays

Dental & Vision

Braces

Dental Cleanings

Denturist

Orthodontia

Eyeglasses ^{Rx}

Contact Lenses ^{Rx}

Eye Exams

Eye Surgery

Recordkeeping



- Whenever you use HSA funds to pay for a medical expense, you should keep your receipt.
- You may need to demonstrate to the IRS that HSA distributions were for qualified medical expenses.
- If the IRS requests receipts for verification purposes, failure to provide those receipts could result in having to pay a penalty



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Thank You!