



University of Virginia Physicians Group

***NEW*** HDHP Medical Plan Offering and  
Health Savings Accounts (HSA)

*Open Enrollment 2024*

# Agenda

About McGriff

New HDHP Medical Plan

What is an HSA?

HSA Eligibility & Contribution Information

What is a Limited Purpose FSA?

Plan Selection Help

Technology and Features

- Debit Card
- Mobile App
- Consumer Portal

Questions



# Anthem HealthKeepers High Deductible Health Plan

**UPG's High Deductible Health Plan (HDHP) will have 90% coverage for services in the HealthKeepers network after meeting the plan year deductible.**

- Employee Only coverage
  - \$2,000 Deductible, \$4,725 Out-of-Pocket Maximum
- Family Coverage
  - \$4,000 Deductible, \$9,450 Out of Pocket Maximum
  - Includes any level of coverage with dependents – Child(ren), Spouse, Family

**Prescription Drug Copays - \$10/\$40/\$75/20% to \$300 after Deductible**

**No first dollar coverage except for Preventive Care**

**Out-of-Network benefits have separate Deductibles and Out-of-Pocket Maximums**

Plan Summaries, other plan details and comparisons available at  
[UPG Open Enrollment | UVA HR \(virginia.edu\)](#)

# Anthem HealthKeepers High Deductible Health Plan

## Tiered Plan (current)

## HDHP (new)

	Tiered Plan (current)		HDHP (new)
	Tier 1	Tier 2	In-Network
<b>Deductible</b>	\$750 Individual \$1,500 Family		\$2,000 Individual \$4,000 Family
<b>Member Coinsurance</b>	10% (most services)	20%	10%
<b>Out-of-Pocket Maximum</b>	\$5,000 Individual \$10,000 Family		\$4,725 Individual \$9,450 Family
<b>Office Visit</b>	\$15/\$30 copay	\$20/\$35 copay	10% after deductible
<b>Inpatient Facility</b>	\$300	\$600	10% after deductible
<b>Preventive Care</b>	Covered in Full		Covered in Full
<b>Emergency Room</b>	\$300		10% after deductible
<b>Rx – 30-day Retail</b>	\$15/\$50/\$85/20% to \$250		Deductible + \$10/\$40/\$70/20% to \$300
<b>Bi-Weekly Payroll Deductions</b>			
<b>Employee Only</b>	\$44.76		\$25
<b>Employee + Children</b>	\$142.49		\$50
<b>Employee + Spouse</b>	\$211.05		\$75
<b>Family</b>	\$305.39		\$100

# Anthem HealthKeepers High Deductible Health Plan

## Comparison with Current HealthKeepers Tiered Plan

### ***What's the same?***

- HealthKeepers Virginia-based network
- 100% coverage for Preventive Care, screenings, immunizations, Preventive Care for chronic conditions
- 100% coverage for Enhanced PreventiveRx medications
- \$15 copay for BlueView Vision routine eye exam
- Can use Dependent Care FSA

### ***What's different?***

- Not a tiered network benefit – In and Out of Network only
- Must meet Family Deductible and Out-of-Pocket Maximum unless Employee Only coverage
- Deductible must be met for all services except Preventive
- After deductible is met, Rx copays are lower than Tiered plan
- Payroll deductions are lower
- \*\*\*Health Savings Account (HSA) and Limited Purpose FSA\*\*\*

# What is a Health Savings Account?

## Eligible expenses:

Copays, coinsurance, insurance premiums

Doctor visits and surgeries

Over-the-counter medications (first-aid, allergy, asthma, cold/flu, heartburn, etc.)

Prescription drugs

Birthing and Lamaze classes

Dental and orthodontia

Vision expenses, such as frames, contacts, prescription sunglasses, etc.



It's yours - individually owned portable savings account



Set aside pre-tax funds to pay for healthcare expenses



Contribute, use and invest tax-free



Use funds for your spouse and eligible tax dependents

# Eligibility Requirements

- Must be covered under the UPG's HDHP Plan (High Deductible Health Plan).
- Cannot be claimed as a dependent on anyone else's federal tax return.
- If married, your spouse cannot be enrolled in a health/general purpose FSA (Flexible Spending Account).
- If 65 or over, cannot be enrolled in Medicare or receiving Social Security benefits.



# HSA Contribution Limit

HSA Maximum Contribution Limits	2024 UPG Employer Contribution	Employee Contribution Limit	Total 2024 Plan Election Limit
Employee Only covered on HDHP Medical Plan	\$750	\$3,400	\$4,150
Employee + 1 or more covered on HDHP Medical Plan	\$1,500	\$6,800	\$8,300
Catch-up Contributions (age 55 by the end of the year)	N/A	+ \$1,000	\$1,000

The UPG HDHP Medical Plan will provide an initial contribution based on the employee's tier at the beginning of the plan year.

*Great opportunity as a long-term savings tool with your HSA funds rolling over year to year.*

*You can increase or decrease your contribution at any time. No qualifying life event needed!*





# My HSA Planner

**My HSA Planner** is an easy-to-use decision tool that helps HSA participants learn:

- The benefits of a Health Savings Account
- How much the participant should contribute each year to optimize the benefit
- And their potential savings over time
- You can access this on your **UPG Open Enrollment Webpage**

## My HSA Planner

See how much you should contribute to your HSA.

[Learn more](#)



# Investing your HSA Funds

Once you meet the minimum cash balance threshold of \$2,000, you can start investing your HSA funds.

- Step-by-step investment enrollment process with access to the Guidance Tool
- Expense analysis dashboard – plan, budget, manage
- Enhanced funding options including “HSA Advance” contribution capability
- Integrated HSA investment goals & analysis
- Account activity & plan details
- Notifications/text alerts

The image displays three overlapping screenshots of a web-based HSA investment management interface. The top-left screenshot shows the 'Investments / Summary' page with a navigation bar (Home, Accounts, Tools & Support, Message Center 7) and a summary card for 'Investment Transfer Threshold: \$2,500.00'. It includes metrics for Current Balance (\$1,097.88), Beginning Balance (\$787.76), Recent Activity (\$310.12), and Rate of Return (4.14%). Below are two donut charts for Portfolio % and Election %, and a table of fund allocations.

FUND NAME	PORTFOLIO	ELECTION
OPP MAIN SM CAP	19.84%	20.00%
OPPENHEIMER DEVELOPING MKT Y	22.74%	20.00%
PIMCO COMMODITY REAL RETURN	17.87%	20.00%
PIMCO LOW DURATION INTSL	18.15%	20.00%
THORNBURG INTL VALUE	21.40%	20.00%
Total	100.00%	100.00%

The top-right screenshot shows a 'Healthcare Savings Goal' progress indicator with a 1% completion rate and a goal of \$3,157 of \$260,000.

The bottom-left screenshot shows the 'Investments / Manage Investments' page with an 'Investment Transfer Threshold' section and explanatory text: 'You are eligible to invest a portion of the funds from your health saving account into an investment account. By setting your investment transfer threshold below, we will automatically sweep funds into the investment account once your available cash balance exceeds the sweep threshold amount by \$100.01 or more. Likewise when your available cash is \$100.01 or more, funds will be automatically swept back to your health saving account.' Below this is a form with a 'Yes' radio button selected, a 'No' radio button, and a 'Submit' button.

The bottom-right screenshot shows a banner for 'Tax-free savings for when you need it most.' with a 'How do I take advantage of HSA Investments?' section, where the first step is '1. Set your target Cash Balance'.


# NEW Limited Purpose FSA Plan Offering

Limited Purpose FSA Plans can only be used with a HDHP Medical Plan and HSA. It is designed to be used for qualified dental and vision for the participant and eligible dependents.

**What does it cover?**

**There are hundreds of eligible items, including:**

- Dental and orthodontia office visits and expenses
- Dental implants, veneers, dentures and bridges
- Optometrist and ophthalmologist visits and expenses
- Eyeglasses, contacts, prescription sunglasses, solutions and drops
- Laser eye surgeries

A white ceramic piggy bank is shown from a front-three-quarter view, with several rolled-up US dollar bills protruding from its top. The bills are of various denominations, including \$100 and \$20 bills.

**Substantiation Requirements and Qualifying Life Event changes are the same as the Health FSA.**

# Limited Purpose FSA Benefit Details

**Plan Year: July 1, 2024 - June 30, 2025**

**2024 Benefit Maximums: \$3,200**

**Claims Filing Deadline: September 30, 2025**

**Rollover Available 2024/2025: \$640**

If you are a current Healthcare FSA participant, up to \$610.00 of this year's unused funds will roll over to the Limited FSA if you elect the HSA benefit.



*Deadlines and Available Election  
Amounts Mirror the Health FSA Plan!*



# What Plan Fits You?

## HDHP Medical Plan w/ HSA and LSA options

- ✓ Lower Medical Premium
- ✓ Higher pre-tax deduction limits
- ✓ HSA carries over year after year
- ✓ Shoebox: Taxpayer must retain all records to prove tax deductible status of withdrawals in case of an IRS audit
- ✓ Employer contributions require enrollment in HSA, Employees not required to contribute
- ✓ All contributions are employee owned regardless of employment status and ongoing plan participation

## Tiered Medical Plan w/ Health FSA option

- ✓ Copays
- ✓ Funds are instantly available
- ✓ Use it or lose it (any amount over \$640)
- ✓ Subject to Substantiation
- ✓ Maximum election \$3,200



## Technology and Features

### Leveraging Your Account



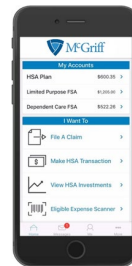
McGriff Consumer Portal  
[www.mcgriff.com/flex](http://www.mcgriff.com/flex)



Benefit Access Debit Card



McGriff Benefit Access  
Mobile app



*Forget your Debit Card? You can reimburse yourself or create a distribution to your personal bank account for eligible HSA AND FSA expenses on your McGriff Consumer Portal.*

*Sign up for text alerts to stay up to date on your account!*



# Questions?

## McGriff Customer Care Team

### **Flexible Benefits Participant Customer Care Center:**

1-800-768-4873 or 1-800-930-2441

### **Care Center Operation Hours:**

8:00 am – 8:00 pm EST, Monday – Friday; Closed on Banking Holidays

### **Participant Customer Care Center Support E-mail Groups:**

General Questions – [FlexInquiry@mcgriff.com](mailto:FlexInquiry@mcgriff.com)

Claims Submissions – [FlexClaims@mcgriff.com](mailto:FlexClaims@mcgriff.com)

Debit Card Substantiation – [FlexCard@mcgriff.com](mailto:FlexCard@mcgriff.com)

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