University of Virginia Physicians Group

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

Open Enrollment 2024
Agenda

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New HDHP Medical Plan
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HSA Eligibility & Contribution Information
What is a Limited Purpose FSA?
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  • Mobile App
  • Consumer Portal
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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)](https://www.virginia.edu)
# Anthem HealthKeepers High Deductible Health Plan

## Tiered Plan (current) vs. HDHP (new)

<table>
<thead>
<tr>
<th></th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>In-Network</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deductible</strong></td>
<td>$750 Individual</td>
<td>$1,500 Family</td>
<td>$2,000 Individual</td>
</tr>
<tr>
<td></td>
<td>$1,500 Family</td>
<td></td>
<td>$4,000 Family</td>
</tr>
<tr>
<td><strong>Member Coinsurance</strong></td>
<td>10% (most services)</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Out-of-Pocket Maximum</strong></td>
<td>$5,000 Individual</td>
<td>$10,000 Family</td>
<td>$4,725 Individual</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>$9,450 Family</td>
</tr>
<tr>
<td><strong>Office Visit</strong></td>
<td>$15/$30 copay</td>
<td>$20/$35 copay</td>
<td>10% after deductible</td>
</tr>
<tr>
<td><strong>Inpatient Facility</strong></td>
<td>$300</td>
<td>$600</td>
<td>10% after deductible</td>
</tr>
<tr>
<td><strong>Preventive Care</strong></td>
<td>Covered in Full</td>
<td>Covered in Full</td>
<td></td>
</tr>
<tr>
<td><strong>Emergency Room</strong></td>
<td>$300</td>
<td></td>
<td>10% after deductible</td>
</tr>
<tr>
<td><strong>Rx – 30-day Retail</strong></td>
<td>$15/$50/$85/20% to $250</td>
<td>Deductible + $10/$40/$70/20% to $300</td>
<td></td>
</tr>
</tbody>
</table>

## Bi-Weekly Payroll Deductions

<table>
<thead>
<tr>
<th></th>
<th>Employee Only</th>
<th>Employee + Children</th>
<th>Employee + Spouse</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$44.76</td>
<td>$142.49</td>
<td>$211.05</td>
<td>$305.39</td>
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<tr>
<td></td>
<td></td>
<td>$25</td>
<td>$50</td>
<td>$100</td>
</tr>
</tbody>
</table>
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?

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

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.
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

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

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
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
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

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

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
Claims Submissions – FlexClaims@mcgriff.com
Debit Card Substantiation – FlexCard@mcgriff.com
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