

- What is a High Deductible Health Plan?
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- 2013 Requirements
- Prescription Coverage

my health. my choice.
issue three

High Deductible Health Plan

What is it?

An HDHP is a medical plan with coverage that starts after a relatively large deductible has been met. IRS guidelines require an HDHP to satisfy certain deductible and out-of-pocket requirements.

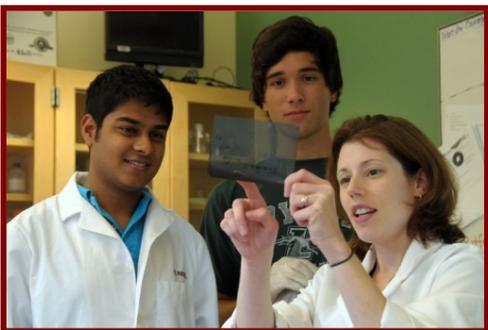
For 2013 these requirements are defined as: annual deductible of at least \$1,250 single (\$2,500 for family) and annual out-of-pocket expenses (i.e., deductibles, coinsurance, copayments) not exceeding \$6,250 single (\$12,500 for family). *These amounts may be adjusted annually for inflation.*

Under an HDHP, the deductible will apply to all medical expenses, including prescriptions, covered by the plan. The one exception to this rule is preventive care. Federal regulations permit employers to design an HDHP that covers preventive care services on a first dollar basis (with or without a co-pay). Make sure you review your plan's benefit summary to determine how preventive services are covered.

Preventive care services can include routine pre-natal and well-child care, child and adult immunizations, annual physicals, mammograms, pap smears, etc.

How Are Benefits Paid?

Network and Out-of-Network Benefits



Most HDHP plans are PPO plans with large networks of physicians and hospitals. Services are covered at a higher percentage when in-network doctors and facilities are used; however, you can use any licensed doctor or facility you choose at the out-of-network levels. When you incur an out-of-pocket expense, you can either use money from your Health Savings Account to cover the cost, or pay out-of-pocket. Just like any PPO plan, once the deductible is met, services are covered according to the plan's benefit schedule.

Prescription Coverage

No Separate Drug Card

Prescription expenses, for retail and mail order drugs, will be covered like all other services, subject to the deductible and applicable coinsurance or co-pay amounts. Federal regulations do not permit an HDHP to pay a prescription drug benefit before the plan deductible is met. Don't forget that you can be reimbursed for your out-of-pocket prescription expenses through the Health Savings Account!

Talking to Your Doctor About Rx

Here are some tips when talking to your physician or pharmacist about prescription drugs.

- Always advise your doctor and your pharmacist about any prescriptions you are taking – including any vitamins or herbal supplements. Also, tell your physician and your pharmacist of any allergies.
- Talk to your doctor and your pharmacist about side effects and possible interactions between drugs when a prescription drug is recommended.
- Talk to your doctor and your pharmacist about side effects and possible interactions with over-the-counter drugs you may be using. Even if you are just taking vitamins or herbal supplements, the combination could be harmful.
- Talk openly with your physician about your options.
- Ask your doctor if he/she can submit a prescription order to your pharmacy electronically. This helps reduce errors. If your doctor writes a prescription, make sure you can read it.
- Read the label - make sure it is what your doctor ordered and you know how to use it.

What's Next?

In Issue 4 of “my health. my choice.” look for information regarding your Consumer-Driven Health Plan. Topics covered will be:

- Putting the pieces together
- A new way of thinking
- Saving for the future

