

Office of Human Resources



# High Deductible Health Plan

HDHP



Open Enrollment



Make Changes  
Drop or Add a  
Dependent

- What is a HDHP?
- How is it different than a PPO plan?
- What is a Health Savings Account?
- How is a HSA different than a FSA?
- What resources are available?
- How to enroll



# What is a HDHP?

A high deductible health plan (HDHP) is a health insurance plan with lower premiums and higher deductibles than a traditional health plan. It is intended to incentivize consumer driven healthcare. Being covered by a HDHP is a requirement for having a health savings account (HSA).



# Comparison in PPO vs HDHP Plans



Service	PPO * Preferred Provider Organization	HDHP * High Deductible Health Plan
Premiums	Higher	Lower
Deductibles	Lower	Higher
Member Cost Share after deductible is met	Copayments + Coinsurance	Coinsurance Only (20%*)
Annual Deductible	Medical \$150 Pharmacy \$150 (Per Person)	Single \$1,600 Family \$3,200 (Aggregate)
Out-of-Pocket Maximum	Single \$2,500 Family \$7,150 Applies to both medical and pharmacy	Single \$3,500 Family \$7,000 Applies to in-network medical services
Pharmacy	Copayments	20%*
Tax-Favored Accounts	Healthcare FSA	Health Savings Account (HSA)
Third Party Administrator	Both plans are administered by Blue Cross & Blue Shield of Alabama.	
Network Access	Both plans have the same network access and provider discounts.	
Preventive Services	Both plans cover FREE preventive services at no cost share to the member.	

\*after deductible has been met, Use an In-Network Provider, Know Coverage Differences

# 2024 Premium Comparison

- Premiums are from pre-tax dollars
- Premiums are deducted from the first two checks in the month for those paid over 12 months
- Premiums are accelerated and deducted biweekly for faculty paid over 9 months to pay for coverage during the summer

Bi-weekly Medical Plan Premiums				
	PPO		HDHP	
Coverage Tiers	12 month	9 month	12 month	9 month
Employee Only	\$50.00	\$66.67	\$30.00	\$40.00
Employee Plus Child(ren)	\$168.00	\$224.00	\$100.00	\$133.33
Employee Plus Family	\$225.75	\$301.00	\$150.00	\$200.00



Coverage Tiers	PPO	HDHP	Bi-weekly Savings	Annual Savings	UAH H.S.A	Total
Employee Only	\$50.00	\$30.00	\$20.00	\$480.00	\$500.00	\$980.00
Employee Plus Child(ren)	\$168.00	\$100.00	\$68.00	\$1,632.00	\$1,000.00	\$2,632.00
Employee Plus Family	\$225.75	\$150.00	\$75.75	\$1,818.00	\$1,000.00	\$2,818.00

# Health Savings Account HSA

- A HSA is a tax advantaged medical savings account available to those enrolled in a high deductible health plan (HDHP). These funds are available to pay for qualified medical expenses.
- Qualified medical is similar to FSA reimbursable expenses.
- HSA's offer triple tax savings:
  1. Pre-tax contributions from employee & employer
  2. Earnings on investments accumulate tax free
  3. Tax free distributions when paying for qualified expenses.
- HSA's are portable. The money belongs to the employee. Rolls over from year-to-year, unlike FSA.





# Comparison in Tax-favored Accounts

\*\* Members who are no longer employed or participating in the HDHP and HSA plans will incur a monthly maintenance fee.

Tax-Favored Accounts	FSA Health Care Flexible Spending Account	HSA Health Savings Account*
Required Insurance	Traditional PPO plan	Enrolled in High Deductible Health Plan
Account Type	Spending	Saving
Contribution Limits	<b>\$3,050</b> Regardless of single/family coverage	Single <b>\$4,150</b> Family <b>\$8,300</b>
Access to Funds	Up to annual election amount	Funds must be available in account
Contributions	Employee Only	Employee + Employer <b>\$500 single/\$1,000 family</b>
Investments of funds	No	Yes when account balance reaches \$1,000
Carry-over of Funds	No, use-it or lose rule applies	Yes, funds belong to the employee
Portable	No	Yes **
Debit Card Available	Yes	Yes
Substantiation	Yes	No

# Health Savings Account Eligibility



- You **must** be covered by UAH's qualifying HDHP.
- You cannot also be covered by a non-HDHP plan.
  - Example: You cannot be covered secondary on a spouse's PPO plan.
  - Example: You cannot be enrolled in Medicare.
- You cannot be listed as a dependent on another person's tax return.
- IRS considers child dependents up to age 24 if full-time student, but ACA allows children to remain on a parent's plan until age 26.
- You or your spouse cannot be enrolled in an FSA.



# WHAT PLAN IS RIGHT FOR YOU?

## HDHP



- Are you healthy?
- Can you afford the deductible and coinsurance?
- Are you willing to take risk?
- Are you interested in investing HSA funds?
- Not eligible for the HSA if you: have other insurance, can be claimed as a dependent, your spouse has an FSA

## PPO

- Do you have a chronic condition?
- Are you planning for a hospital stay?
- What is your disposable income?



# Open Enrollment Resources



## Website

- Plan Summaries
- Premium Rates
- FAQ Documents

<https://www.uah.edu/hr/open-enrollment>

## myBlueCross Resources

- Access Medical Claims
- Access Treatment Cost Estimator

Open enrollment ends October 31st

# How to Enroll



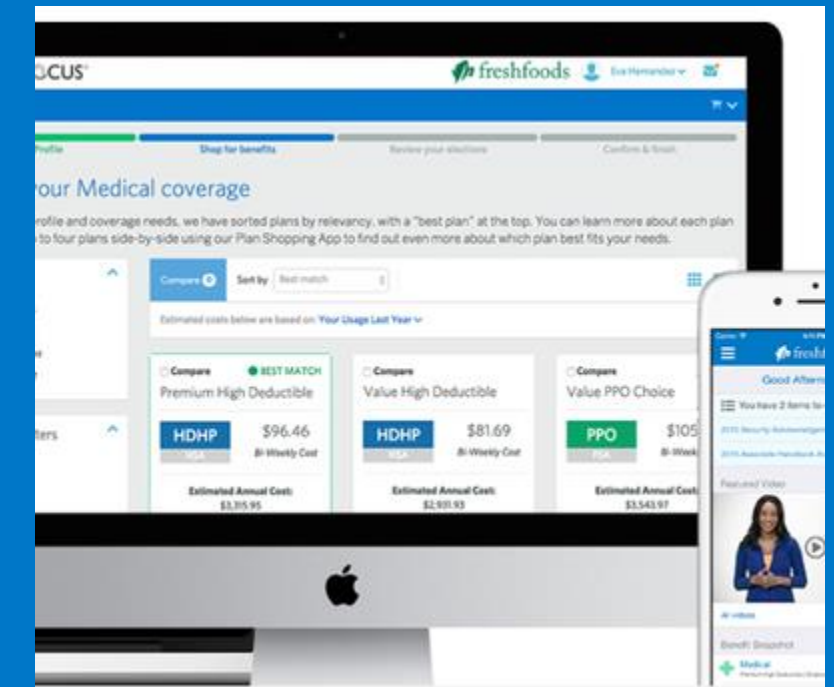
## STEP ONE

Log into **my.uah.edu**  
Select HR Connection  
from the HR Services  
menu



## STEP TWO

Enter portal to **actively**  
elect your coverage



## STEP THREE

Upload required  
documentation  
Complete Enrollment  
Print Summary  
Confirmation Email



# Contact Us



## EMAIL

[benefits@uah.edu](mailto:benefits@uah.edu)

## PHONE

256.824.6640 or 256.824.6545

## VISIT US

Shelbie King Hall Room 102

## FOLLOW US ON FACEBOOK

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