

What is Consumer Driven Health Care?

It is a high deductible health care option through United HealthCare that covers the same services and supplies that the Standard PPO Option— with different payment provisions.

Why would I choose a health care plan with such a high deductible?

Many choose this option simply because it has the lowest biweekly premiums. Others don't choose it because they are fearful of the coverage level, high deductible, and are comfortable with the "known" plan. We want to help you make your choice because it is the right plan for you and your family.

How does the Health Savings Account Work?

If you open a Health Savings Account (HSA) when you choose this plan, then the company would contribute \$500 for individuals and \$1000 for families, prorated throughout the year, to help cover the cost of that deductible. You can then contribute up to \$3,100 as an individual, or \$6,250 if you have dependents, of your own pretax dollars into this account. The reason for doing this, beyond the tax savings, is in the case of medical bills, you are not hit with an unexpected large dollar amount one month. You can take from your money in your Health Savings Account and don't have to pull from your day to day living money.

For example:

Jane and John Doe are deciding between the two health care options. They have two children, and need family coverage. Here is their analysis of which would be a better deal for them:

	Standard PPO	Consumer Driven Health Savings Account
Annual Premiums for family coverage	\$3,969.25	\$2,833.83
Maximum Annual Family Deductible	\$1,200	\$2,500
Company Contributions into the HSA account	\$0	(\$1,000)
Avg annual out of pocket for copays, Rx, etc. (separate from deductible)	\$500	\$1,000
TOTAL estimated spend	\$5,669.25	\$5,333.83

In this situation, even with the high deductible, the family may be better off to choose the high deductible plan. They could cover some of the additional deductible and out of pocket expenses with their own pretax money on a biweekly basis into their Health Savings Account. However, if they had higher out of pocket expenses, they may choose to keep the Standard PPO. You have to make the choice that is best for you.