

TIPS FOR PLAN SELECTION-Open Enrollment 2013

How do you select the best benefit plan for you as an individual or for your family???

- First: Review your anticipated medical expenses. Do this for each covered participant.
- Will you or your family members be having a known hospitalization or surgery in 2013?
- Review your prescription drugs. Ask your pharmacist the retail price of your prescription. Or, review your pharmacy prescription receipts.
 - *Check your prescriptions on the formulary list and see what copay is applicable.
- How many physician's visits or tests (aside from preventive care services- which are paid at 100%) do you anticipate?

1.) Compare your anticipated out-of-pocket expenses from the chart below

Benefit Summary: (In-Network Benefits)

| Plan | Benefit Allowance/ HRA Fund | Deductible | Out of Pocket Maximum (includes Deductible- excludes Office & RX copays)** | Office Visit CoPay | Benefit Payments (hospital, surgery, etc) | Your Co-Insurance (payment amount) | RX Copays |
|-----------------------|---|--|---|---|--|--|--|
| Standard | N/A | \$ 600 Ind \$1,800 Fam | \$3,000 Ind \$6,000 Fam | N/A Deduct. then 25% | 75% | 25% | Min Max \$10 \$25 \$20 \$50 \$35 \$100 |
| Optimum | N/A | \$370 Ind \$740 Fam | \$1,390 Ind \$2,780 Fam | \$16 PCP \$21 specialist | 85% | 15% | \$11 \$26 \$48 |
| Capitol Choice | \$500 | \$ 615 Ind \$1,850 Fam | \$2,470 Ind \$7,400 Fam | \$21 PCP \$26 specialist | 80% | 20% | \$11 \$26 \$48 |
| Maximum Choice | \$1,000 Single \$1,500 Dep & couple \$2,000 Family | \$2,450 Ind \$3,650 Fam | \$3,700 Ind \$5,400 Fam | N/A Deduct. then 10% | 90% | 10% | Deductible , then 10% |

Changes from 2012 Benefits are highlighted

****The out-of-pocket maximum as indicated above is comprised of**

- Deductible
- Your co-insurance payments

- It excludes anything with a copayment (Physician visits, Prescription copays, etc.)
 - Example: If you have the Optimum plan you would reach your out-of-pocket maximum when you had **\$5537** worth of charges paid at 85% (**\$370** deductible plus 15% liability of **\$5167**)

Your total out-of-pocket medical costs would include:

- Office and ER copays
- Prescription copays
- Deductible
- Any co-insurance amount (10%,15%,20%,25%-plan dependent)

2.) Then, compare to your annual premium expenses as noted below:

ANNUAL EMPLOYEE CONTRIBUTION COST KCTCS Expense Schedule

| Plan | Single | Parent Plus | Couple | Family |
|-----------------------|---------------|--------------------|---------------|---------------|
| Standard | \$0.00 | \$180.00 | \$2,682.00 | \$2,790.00 |
| Capitol Choice | \$335.52 | \$1,611.12 | \$4,662.00 | \$5,490.00 |
| Optimum | \$564.96 | \$1,980.00 | \$4,914.00 | \$5,850.00 |
| Maximum Choice | \$277.92 | \$1,260.00 | \$3,564.00 | \$4230.00 |

THEN

- 3.) Compare which plan best meets your needs, while being the most affordable

ALSO

- 4.) Consider funding a Health Care Flexible Spending Account (FSA) to offset your medical out-of-pocket expenses.
- Consider any premium savings to fund the FSA for these expenses
 - Example: If you had Couple coverage and elected the Maximum Choice plan as opposed to the Optimum plan, you would save **\$1,350** in annual premium which could fund a pre-tax, health Care Flexible Spending Account

The **2013 KEHP web-site (www.personnel.ky.gov/dei/13oe/)** offers further information to assist you in making sound benefit decisions based on your specific health care and financial needs.