

"A new beginning"



2023-2024 HEALTH INSURANCE



"A new beginning"



The Plan



Part One-Health Savings Account

- Used to cover medical expenses not covered by the insurance plan or the Health Reimbursement Arrangement.
- Can also be used to pay for medical expenses not covered by the health plan. For example, dental, eyeglasses, contacts. See list for complete details.



Part Two-Health Reimbursement Arrangement

-reimburses medical expenses and serves as a bridge between the High Deductible Plan and your out-of-pocket expense.



Part Three-High Deductible Plan

Intended to cover serious illness or injury once the deductible and co-insurance out-of-pocket costs have been met. This is the health insurance part.

Medica Choice Passport

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The Plan

Coverage In-network	Single	Family
Your Portion of Deductible	\$2,500	\$5,000
Reimbursed by HRA	\$2,501-\$5,500	\$5001-\$11,000
25% Co-Insurance	\$5,501-\$9,400	\$11,001-\$18,800
High Deductible Plan-100%	\$9,400 and above	\$18,800 and above
Deductible	\$2,500	\$5,000
Co-insurance	\$975	\$1,950
Out-of Pocket Limit	\$3,475	\$6,950



The Plan

- Preventative Services Covered at 100% when provided by a Preferred Provider. Some examples include
- Annual Physical
- Blood Pressure Check
- Cholesterol Screening
- Colon Cancer Screening
- Mammogram
- Vaccinations
- Flu Shot
- Tetanus Shot



The Plan

- If you receive preventive and non-preventive services during the same visit, the non-preventive services will be subject to deductible.



The Plan

- Office visit- Show card, pay cost of visit
Once out-of-pocket expense for deductible has been met you will receive reimbursement from Compensation Consultants (Health Reimbursement Arrangement).
Medica will automatically send a secure file to Compensation Consultants for reimbursement. You no longer need to send in your EOB's to receive reimbursement.
Once out-of-pocket expense, including co-insurance, is met 100% coverage provided by Medica.



The Plan

Prescription drugs- Show card, pay cost of prescription

Once out-of-pocket expense for deductible has been met Medica will send Explanation of Benefits (EOB) to Compensation Consultants for reimbursement.

Once out-of-pocket expense including co-insurance is met 100% coverage provide by Medica.



- Important Contact Information
 - High Deductible Health Plan
 - Medica
 - 1-800-952-3455
 - www.medica.com
 - Health Reimbursement Arrangement
 - Compensation Consultants LTD
 - P.O. Box 720 Cloquet, MN 55720-0720
 - Fax 1-218-879-9684
 - 1-800-447-1690
 - Email flex@ccflex.com
 - www.ccflex.com
 - Aurora's Benefit Specialist
 - 715-235-1839 ext 2013



- **Dental Coverage Provided through Delta Dental**



Life Insurance

\$10,000 term life

Provided at no cost



The Plan

How Does It Work For Me?

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H.S.A.



What is a Health Savings Account?

- It is a personal savings account that you set up at your bank or financial institution.
- It is like an IRA for health care. Your contributions to your Health Savings Account are tax deductible for federal income tax purposes.



Health Savings Account

- You can use your Health Savings Account for qualified medical expenses.
- If you do not use all of the funds in your Health Savings Account, they can grow tax deferred.



Health Savings Account

- It is your money.
- You decide how much to contribute-up to the maximum amount.
- You decide how to spend the funds on qualified medical expenses.



What is the maximum I can contribute?

- January 2023
 - Single \$3,850
 - Family \$7,750
 - 55 or older-catch-up contribution of \$1,000



How do I fund my account?

- You can make a contribution to your account as a lump sum at the beginning of the year.
- Or you can fund it with a monthly contribution.



Health Savings Account

- Budgeting is key to managing your health care expenses.
- Use a Health Savings Account as a tool now and continue to make it part of your monthly financial planning.
- You will save money long term and gain tax advantages.



What are qualified medical expenses?

- Deductible and co-insurance costs
- Dental Costs
- Laser Eye surgery
- Long-term care
- Nursing services
- Chiropractic services
- Physical therapy
- Prescription drugs
- For a complete list of qualified expenses go to www.irs.gov
Publication 502: Medical and Dental Expense



Health Reimbursement Arrangement

- The health insurance company, Medica, provides an Explanation of Benefits (EOB) to you.
- Medica will send a copy of the EOB to Compensation Consultants.
- Compensation Consultants will issue a check or direct deposit directly to you.
- You are responsible for paying your doctor, clinic, hospital, or other health care provider.



How to Read an EOB

- EOB=Explanation of Benefits
- The information on the EOB helps you understand how your benefits were applied to your claim.
- Information on the EOB includes date of service, provider's name, amount billed, amount covered, amount the insurance company paid, the balance you are responsible for paying, and the amount you have met of your deductible and co-insurance.



How to Read an EOB

- Each time you receive an EOB, review it closely and compare it to the statement from the provider.



The Keys

- Become an educated health care consumer.
- Use the HSA as a tool to fund out-of-pocket health care expense.
- Reduce your taxable income.
- Plan for the future.
- Review your EOB's.



How do I get more info?

- High Deductible Health Insurance Plan
 - Medica
 - 1-800-952-3455
 - www.medica.com
- HRA provider-Compensation Consultants
 - 800-447-1690
 - flex@ccflex.com
 - www.ccflex.com
- HSA-your bank can help you set up your account
- Aurora's Benefit Specialist
- 715-235-1839 ext 2013