



City of Springfield Benefit Plan Offerings

Plan Changes effective March 1, 2023



General Information and Education

Annual Open Enrollment will be held in January.

Information and education is available via:

Employee Self Services (ESS) <https://ess.springfield.il.us/BenefitsHealth.aspx>

Please review and if you still have questions, please contact HR.



2023 Overview

2 medical plan options:

- Point of Service plan
- High Deductible Health Plan (HDHP)/Health Savings Account (HSA), *includes HSA employer contribution**

*If Biometric screening and Health Risk Assessment (HRA) are completed

CITY OF SPRINGFIELD
OFFICE OF HUMAN RESOURCES



Changes Effective March 1, 2023

POS Plan will have the following plan changes:

- **Infertility Treatment** – Lifetime maximum increasing to \$25,000

HDHP Plan will have the following plan changes:

- **H.S.A. City Contribution - \$500 single coverage / \$2,250 family coverage**

- ✓ **1st year HDHP enrollment:** The full City H.S.A. contribution amount will be deposited if H.S.A. is opened within 60 days of 3/1. Monthly pro-rated City H.S.A. contribution amount will be deposited if H.S.A. is opened after 5/1. Also, Wellness/HRA must be completed prior to City H.S.A. contribution.

Single plan - Wellness screening and Health Risk Assessment (HRA) must be completed at LeadWell Clinic prior to receiving the City H.S.A. contribution, since employee is receiving a no premium plan.

Family plan –Employee (and spouse if covered under your plan) must complete a Wellness screening and HRA in order to receive your 10% premium differential savings.

- ✓ **2nd year HDHP enrollment and each year thereafter:** The City will provide an H.S.A. contribution if employee (and spouse if covered) complete Wellness/HRA by 12/30, prior to open enrollment. The contribution will be pro-rated and deposited into H.S.A. once a month on the last payroll of the month.

- **Infertility Treatment** – Lifetime maximum increasing to \$25,000

- **Deductible**

- ✓ In-network Individual/Family - \$3,000/\$6,000
- ✓ Out-of-Network Individual/Family - \$6,000/\$12,000

- **Out-of-Pocket Maximum**

- ✓ In-network Individual/Family - \$3,000/\$6,000
- ✓ Out-of-Network Individual/Family - \$12,000/\$24,000



Point of Service

Coverage	In-Network Tier 1	In-Network Tier 2	Out-of-Network
Deductible			
Individual / Family	\$350 / \$1,050	\$350 / \$1,050	\$500 / \$1,500
Out-of-Pocket Maximum (includes deductible)			
Individual / Family	\$1,350 / \$4,050	\$1,350 / \$4,050	Unlimited / Unlimited
Services/Treatment			
Primary Care Office Visit	\$30 Copay then 20%	\$30 Copay then 25%	30%
Specialist Office Visit	\$50 Copay then 20%	\$50 Copay then 25%	30%
Preventive or Well Adult / Child Care	\$0 Copay	\$0 Copay	Not Covered
Emergency Room	\$250 Copay then 20%	\$250 Copay then 20%	\$250 Copay then 20%
Emergency Medical Transport	20%	20%	20%
Labs – office and outpatient (excludes inpatient)	\$100 Copay then 20%	\$100 Copay then 25%	\$100 Copay then 30%
Coinsurance Levels			
Outpatient Hospital	\$50 Copay then 20%	\$50 Copay then 25%	\$50 Copay then 30%
Inpatient Hospital	20%	25%	30%
Other Covered Services	20%	25%	30%
Prescription Drug Benefits			
Individual Deductible	\$50		Not Covered
Family Deductible	\$150		Not Covered
Individual Out of Pocket	\$1,000		Not Covered
Family Out of Pocket	\$3,000		Not Covered
Specialty Drugs	\$50 Copay		Not Covered
Retail, 1-34 Day Supply			
Generic / Preferred Brand / Non-Preferred Brand	\$15 Copay / \$25 Copay / \$45 Copay		Not Covered
Retail, 84-90 Day Supply			
Generic / Preferred Brand / Non-Preferred Brand	\$45 Copay / \$75 Copay / \$135 Copay		Not Covered
Mail Order, 84-90 Day Supply			
Generic / Preferred Brand / Non-Preferred Brand	\$37.50 Copay / \$62.50 Copay / \$112.50 Copay		Not Covered



High Deductible Health Plan/Health Savings Account

Coverage	In-Network	Out-of-Network
Deductible		
Individual / Family	\$3,000 / \$6,000	\$6,000 / \$12,000
Out-of-Pocket Maximum (includes deductible)		
Individual / Family	\$3,000 / \$6,000	\$12,000 / \$24,000
Services/Treatment		
Primary Care Office Visit	\$0 After Deductible	20% After Deductible
Specialist Office Visit	\$0 After Deductible	20% After Deductible
Preventive or Well Adult / Child Care	\$0 Deductible Waived	Not Covered
Emergency Room	\$0 After Deductible	\$0 After Deductible
Emergency Medical Transport	\$0 After Deductible	\$0 After Deductible
Coinsurance Levels		
Outpatient Hospital	\$0 After Deductible	20% After Deductible
Hospital Inpatient	\$0 After Deductible	20% After Deductible
Other Covered Services	\$0 After Deductible	20% After Deductible
Prescription Drug Benefits		
Specialty Drugs	\$0 After Deductible	Not Covered
Retail, 1-34 Day Supply		
Generic / Preferred Brand / Non-Preferred Brand	\$0 After Deductible	Not Covered
Retail, 84-90 Day Supply		
Generic / Preferred Brand / Non-Preferred Brand	\$0 After Deductible	Not Covered
Mail Order, 84-90 Day Supply		
Generic / Preferred Brand / Non-Preferred Brand	\$0 After Deductible	Not Covered



2023 Employee Medical Contributions

Contributions			
Per Pay Premium: (based on 24 pays)	Point of Service You Pay	HDHP You Pay	HSA Annual Employer Contribution
Employee Only with Wellness	\$88.76*	\$0.00	\$500*
Family with Wellness	\$203.99*	\$144.45*	\$2,250

City HSA contribution only available if enrolled in HDHP

*If Biometric screening and Health Risk Assessment (HRA) are completed

COS Leadwell Clinic can provide Biometric screenings at no cost



2023 Health Savings Account Contribution Limits

2022 HSA Contribution Limits		
Individual Coverage	Family Coverage	Catch-up Contributions (age 55 & older)
\$3,850	\$7,750	\$1,000

- » **Family deductible is an embedded deductible** – No individual will pay more than their individual deductible and Maximum out of pocket
- » HDHP Prescription drugs are subject to the deductible
- » HSA Contribution limits include employer and employee contribution amounts



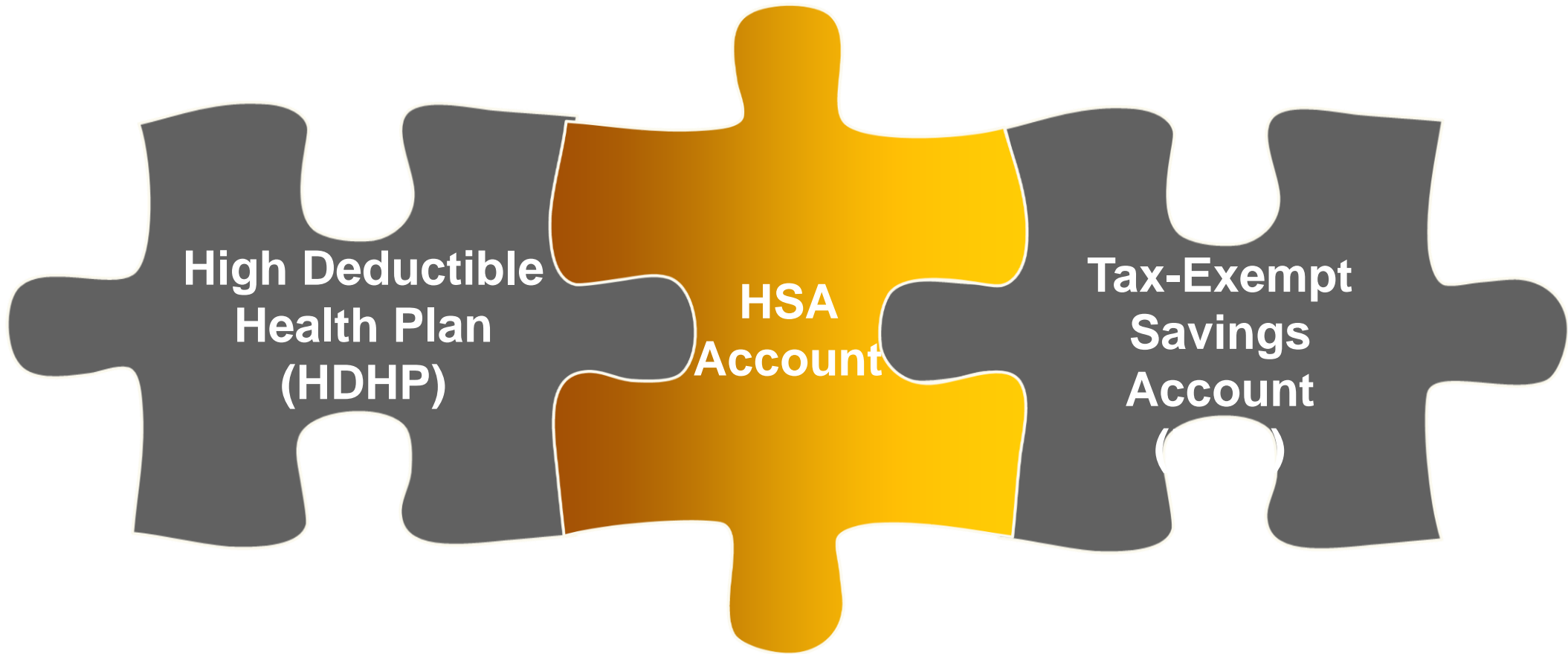
2023 Medical Plan Option Comparison

with Wellness premiums

Employee Only Coverage		
	POS	HDHP/HSA
Monthly Premium	\$177.52	\$0.00
Annual Premium	\$2,130.24	\$0.00
City H.S.A. Contribution	\$0.00	\$500.00
Total Annual Cost for Employee (Annual premium - City HSA Contribution)	<u>\$2,130.24</u>	<u>(\$500.00)</u>
Family Coverage		
	POS	HDHP/HSA
Monthly Premium	\$407.98	\$288.90
Annual Premium	\$4,895.76	\$3,466.80
City H.S.A. Contribution	\$0.00	\$2,250.00
Total Annual Cost for Employee (Annual premium - City HSA Contribution)	<u>\$4,895.76</u>	<u>\$1,216.80</u>



What is a Health Savings Account?



Component #1 – High Deductible Health Plan (HDHP)

A medical plan with a higher deductible amount than most traditional PPO plans, limitations are mandated by the IRS

All medical expenses are paid 100% (less network discount) by plan member, except preventive care, until deductible is satisfied, that includes but not limited to:

- » Primary Care Physician office visits
- » Specialist office visits
- » Emergency Room/Urgent Care visits
- » Prescription Drugs

The HDHP utilizes the same HealthLink PPO network as the POS plan

- » Same doctors and hospitals
- » No disruption in medical services and care



Component #2: What is a Health Savings Account?

An HSA (Health Savings Account) is a tax-exempt savings account funded with tax-free dollars, and used exclusively to pay for qualified medical expenses and/or provide savings for the future also tax free

Individuals can deduct the dollars they contribute to their HSA from their gross income

- » Lower taxable income
- » Tax-free medical dollars (for qualified expenses)

You are eligible for an HSA if:

- » You are enrolled in the City's High Deductible Health Plan (HDHP)
- » You are not covered by any other health coverage that is not an HDHP
- » You are not enrolled in Medicare, for any reason
- » You are not claimed as a dependent on someone else's tax return

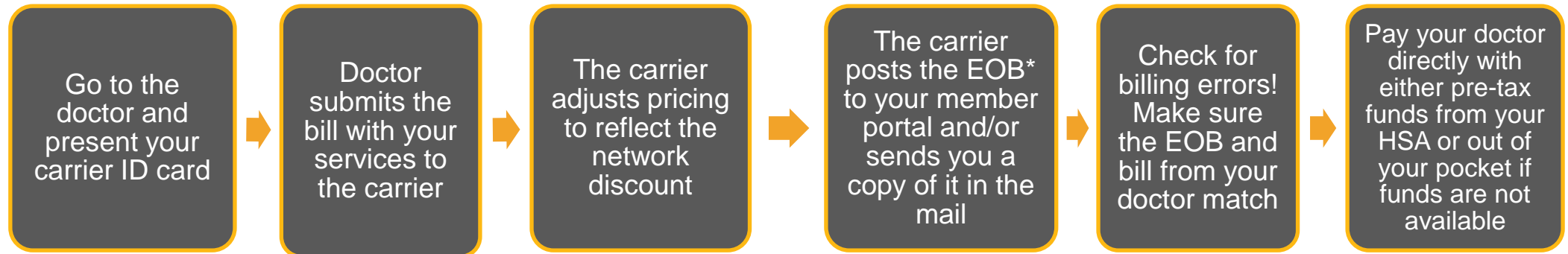


How does it really work?

You should avoid paying at the point of service when at all possible

- Making sure the carrier discounts are applied to your medical services will be key **before** paying the bill
 - The one exception to paying at the point of service is at the pharmacy

» Following these simple steps should help...



**Explanation of Benefits*



To Contribute to a Health Savings Account

You cannot:


- ❖ Enroll in a medical plan that is not a High Deductible Health Plan
- ❖ Enroll in Medicare
- ❖ Be claimed as a dependent on someone else's tax return
 - ❖ Children cannot establish their own Health Savings Accounts
 - ❖ Spouses can establish their own Health Savings Accounts, if eligible
- ❖ Participate in a healthcare Flexible Spending Account



What is a qualified medical expense?

Distribution is tax-free for *qualified medical expenses*

Examples of
qualified medical
expenses under
Section 213(d) of the
IRS code



- Medical copays, deductible and out-of-pocket amounts
- Imaging and Diagnostic services
- Prescription Drugs
- Over-the-Counter Drugs, with prescriptions
- Dental services (includes orthodontia)
- Vision services (includes LASIK)
- Hearing services
- Durable Medical Equipment
- Behavior Health Services
- Long-Term Care premiums
- Medicare copays, deductibles and coinsurance

<http://www.irs.gov/pub/irs-pdf/p502.pdf>

Consult your tax advisor for items not on the list



Advantages of your Health Savings Account

Unused funds rollover from year to year

- » It's not use it or lose, it's use it or keep it
- » Infinite growth in your account

There's a triple tax savings

- » You do not pay taxes on funds going into this account
- » You do not pay taxes on interest or dividends earned
- » You do not pay taxes when used for qualified medical expenses

Account is portable

- » If you change between plans, retire or even leave the company – the account goes with you
- » You're the owner and manager of this account – it's solely yours



Save money with Wellness

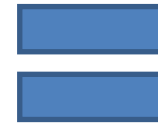
Complete Wellness and take advantage of lower monthly premiums



Wellness screening



Health Risk Assessment



Money

If you don't have a PCP or cannot get an appointment with your PCP, call the COS LeadWell Clinic. Wellness screenings provided at COS LeadWell Clinic, no cost.

Biometric screening and Health Risk Assessment must be completed by 12/30/2022, to take advantage of Wellness premiums that are effective March 1, 2023.



COS LeadWell Clinic

Free services to all participating employees and dependents enrolled in the City's POS or HDHP medical plans.

Walk-In or Schedule an Appointment

Treatment for acute illness/minor injuries (examples)

- Severe Sore Throat/ Sinus infection
- Bronchitis
- Ear Infections/Swimmer Ear
- Pink Eye
- Sprains/Strains
- Point of Care/Full Lab Testing(Blood, Urinary Tract Infections, etc.)

Wellness Services

- Physical Exams (Men, Women, Children 2 years and up)
- Adult Immunization/Flu Shots
- School/Sport Physicals
- TB Testing
- Health Screenings
- Skin Screenings

Prescription Medication Dispensing

- Commonly prescribed medications for non-emergency health concerns.



COS LeadWell Clinic

**Hope Pavilion
5220 S. 6th Street Frontage Road**

Monday – Thursday: 7:00 a.m. to 5:30 p.m.
Phone: 217-993-0998
Fax: 217-529-4228

Medical services are **FREE** to all plan members (employees and dependents), including some prescriptions!



TIPS TO SAVE MONEY



Preventive/Wellness Exams are covered at 100% in-network, POS and HDHP plans.

Preventive care is equal to one annual physical exam per year per enrolled member

- Females get an annual well-woman exam covered at 100% in addition to their annual exam

Preventive exams include age-specific tests, blood work and more

No deductible expenses apply – the exam is completely no cost to you

- Lab tests related to an already established condition such as diabetes or asthma – are not considered preventive and are covered under applicable deductible and coinsurance levels

All participating members ages 2 and up can visit the COS LeadWell Clinic and receive **Free** Preventive Services.



Tips to save money



Seeing a doctor

- » ER average cost is well over \$1,000
- » Urgent Care average cost is \$200
- » Doctor's office average cost is \$125
- » Minute Clinic or Take Care Clinic average cost is \$79
- » **City of Springfield LeadWell Clinic- \$0**



High-cost scans, x-rays and tests

- » MRIs, PET scans, CT scans, etc. are nearly 2/3 less costly at free-standing imaging centers than at hospitals
- » Finding an in-network free standing imaging center saves you loads of \$\$\$



More, Tips to save money

Prescription drugs

- » Ask your doctor if there is a generic version of the medication they're prescribing or you're taking
 - Generic equivalent medications have the same active ingredient as their Brand name counterpart
- » Take advantage of the Generic Prescriptions Savings Programs
 - Walmart, Target, Meijer, etc.
- » Use Mail Order and 90 Day Supply at retail
- » Ask about free samples and/or manufacturer rebates
- » Get drug info and pricing, log into your Elixir Rx member portal <https://www.elixirsolutions.com/>

