



L.H. Unified School District #1

Employee Benefit Trust

2019–20 Open Enrollment
July 01, 2019 – June 30, 2020

Open Enrollment

- ▶ Annual opportunity to make changes to existing Medical/Rx, Dental and Vision coverage
 - No Qualifying Event (QE) Necessary
- ▶ Employees & Retirees may add/drop/change enrollment
 - Retirees MUST elect a new plan (Gold or HDHP)

REMINDER – Benefit Changes Effective January 01, 2019

- ▶ Health & Wellness Clinic Closed 12/31/18
- ▶ Gold Plan Medical/Rx Changes
 - Reduce office co-pay from \$55 to \$25/PCP and \$50 Specialist
 - Reduce free-standing lab/x-ray from deductible+coinsurance to \$50 co-pay (Co-pay does not apply to Advanced Imaging or lab/x-ray at a hospital)

REMINDER – Benefit Changes Effective January 01, 2019 (continued)

- ▶ Gold Plan Medical/Rx Changes (continued)
 - Male sterilization with no member cost
 - Reduce Rx co-pay for 90 day retail/mail from \$25/\$105/\$195 to \$20/\$70/\$130
 - Add Teladoc

Teladoc

- ▶ Talk to a board-certified doctor anytime!
 - 24/7/365
 - Phone or Computer
 - Short-Term Prescriptions
- ▶ No member cost-share!
- ▶ Common Conditions Treated
 - Cold & Flu Symptoms
 - Allergies
 - Sinus Problems
 - Sore Throat
 - Respiratory Infection
 - Skin Problems

Benefit Changes Effective July 01, 2019

Gold Plan

- ▶ Decrease Deductible from \$2,500 / \$5,000 to \$750 / \$1,500
- ▶ Decrease Maximum Out-of-Pocket from
 - \$6,500 / \$13,000 to \$4,000 / \$8,000
 - Separate Rx Max Out-of-Pocket \$3,900 / \$7,800
- ▶ Eliminate Case Management Penalty

Benefit Changes Effective July 01, 2019 (continued)

Silver Plan

- ▶ Eliminate Silver Plan

High Deductible Health Plan w/ Health Savings Account (HSA)

- ▶ \$4,000 / \$8,000 Deductible & Max Out-of-Pocket
- ▶ Preventive @ No Cost Share

High Deductible Health Plan (HDHP)

- ▶ Defined as a health plan with a deductible of at least \$1,350 / \$2,700
- ▶ Lower premium in exchange for higher deductible



Health Savings Account (HSA)

- ▶ What is an HSA?
 - A type of savings account that lets you set aside money on a pre-tax basis to pay for qualified medical expenses (like an FSA, but better!)
 - Can ONLY be used if you are enrolled in a High Deductible Health Plan (HDHP)

HSAs (continued)

- ▶ Who is Eligible for an HSA?
 - Individuals covered by an HSA-compatible health plan (i.e., HDHP) IF they are:
 - Not covered by any other non-HSA compatible health plan
 - Not covered as a dependent on another person's tax return (excluding spouses)
 - Not enrolled in Medicare

HSAs (continued)

- ▶ Advantages of an HSA
 - Funds roll over from year to year
 - No “use it or lose it” like an FSA!
 - Tax benefits on contributions, earnings and distributions
 - Contributions are either pre-tax (via payroll) or tax deductible
 - Portability
 - Funds follow you
 - Tax-free withdrawals for Qualified Expenses even after qualified coverage ends
 - Long-Term Investment Opportunities

HSAs (continued)

- ▶ Possible Disadvantages of an HSA
 - Money is not available for use until it has been deposited in your account
 - Unlike FSA \$ which is available immediately
 - You are responsible for your account
 - If you use funds for anything other than qualified medical expenses, you are subject to income taxes and 20% penalty

HSAs (continued)

- ▶ How to Contribute
 - Through payroll contribution (tax-free)
 - Through a personal account (tax deductible)
 - Individuals over age 55 can make catch-up contributions of \$1,000 annually

Annual IRS Maximum Contribution for 2019

Year	Single	Family
2019	\$3,500	\$7,000

***LHSUSD will contribute \$320 annually to the HSA for members who enroll in the HDHP!**

HSAs (continued)

- ▶ Distribution Options
 - Debit Card
 - Online Banking (directly to you or a provider)

HSAs (continued)

► Qualified Expenses

- Doctor and hospital visits
- Medical equipment
- Dental care, braces, dentures
- Vision care, glasses, contacts
- Prescribed medications
- Premiums for COBRA
- Premiums for individuals over age 65
 - Retirement health benefits
 - Medicare premiums

Next Steps

- ▶ Open Enrollment is 04/22–05/10/19
- ▶ Everyone MUST enroll via the NEW PORTAL
 - Instructions and open enrollment materials will be distributed soon!
- ▶ New icon on desktop for I-Visions self service







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