

Example 9 – Employee with Child(ren) with Major Medical Expenses

This example shows you how much a person with a child(ren) with major medical expenses will pay for care with each of the Medical Plan options. When deciding which Medical Plan is right for you, it is important to look at your total medical and prescription drug expenses, which include what you pay for services AND what you pay in paycheck deductions for each plan.

Meet Rosa

- Rosa has three kids. She and her kids are typically in good health and she doesn't use tobacco.
- They get their annual physicals, use in-network doctors, but they develop some illness and have a pretty tough year.
- Let's pretend that they will need to:
 - Get their annual physicals and the kids get their immunizations;
 - Visit the primary care doctor six times;
 - Visit the specialist doctor twelve times;
 - Go to the ER once and be admitted to the hospital for two days of observation;
 - Have one in-patient surgery with a one day stay in the ICU;
 - Visit the physical therapist twelve times during recovery;
 - Fill fifteen generic prescriptions and two brand formulary prescriptions at the pharmacy; and,
 - Fill four generic prescriptions and four brand formulary prescriptions through mail order.

The amounts shown are estimates for Rosa's care under the plans. The numbers are for illustration purposes only. Please note everyone's annual physicals and the kid's immunizations were routine preventive care. So the plan covered them at 100% (shown as \$0 on the chart). All other amounts show Rosa's out-of-pocket costs and assume they used in-network providers.

	Cost of Care	Gold	Silver	Bronze
Annual Deductible (Individual)		\$300	N/A	\$4,500
Annual Deductible (Family)		\$600	\$3,400	\$9,000
Out-of-Pocket Maximum (Individual)		\$4,000	\$7,000	\$7,000
Out-of-Pocket Maximum (Family)		\$8,000	\$11,000	\$14,000
Annual Medical Expenses:				
Four annual physicals	\$125 x 4	\$0 (covered 100%)		
Six primary care doctor visit (Two for each kid)	\$125 x 6	\$180 (\$30 copay x 6)	\$750	\$750
Fifteen generic retail prescriptions (30-day supply) (Five for each kid)	\$25 x 15	\$150 (\$10 copay x 15)	\$375	\$375
Twelve specialist doctor visits (Rosa)	\$200 x 12	\$480 (\$40 copay x 12)	\$2,300 Deductible Met (\$2,275 toward deductible 20% coinsurance applies on remaining \$125)	\$2,400
One generic mail order prescription (90-day supply) plus three refills (Rosa)	\$70 x 4	\$80 (\$20 copay x 4)	\$56 (20% coinsurance)	\$280
One preferred brand mail order prescription (90-day supply) plus three refills (Rosa)	\$400 x 4	\$320 (20% coinsurance)	\$320 (20% coinsurance)	\$1,600
One ER visit (Rosa's daughter)	\$2,500	\$900 Individual Deductible Met (\$300 toward individual deductible, \$200 copay, 20% coinsurance on remaining \$2,000)	\$660 (\$200 copay, 20% coinsurance on remaining \$2,300)	\$2,500
Two day hospital stay (Rosa's daughter)	\$3,000 x 2	\$2,990 Individual Out-of-Pocket Max Met (20% coinsurance up to individual OOP Max)	\$1,200 (20% coinsurance)	\$2,567 Family Deductible Met (\$1,095 toward individual deductible, 30% coinsurance on remaining \$4,905)
One in-patient surgery (Rosa's daughter)	\$20,000	N/A	\$4,000 (20% coinsurance)	\$1,559 Individual Out-of-Pocket Max Met (30% coinsurance to individual OOP max met)
Twelve physical therapy visits (Rosa's son)	\$115 x 8	\$320 (\$40 copay x 8)	\$320 (\$40 copay x 8)	\$276
One ER visit (Rosa)	\$2,500	\$900 Family Deductible Met (\$300 toward family deductible, \$200 copay, 20% coinsurance)	\$1,019 Family Out-of-Pocket Max Met (\$200 copay, 20% coinsurance up to family OOP max)	\$890 (200 copay, 30% coinsurance)
Two generic retail prescriptions (30-day supply) (Rosa)	\$25 x 2	\$20 (\$10 copay x 2)	N/A	\$15 (30% coinsurance)
Total expenses	\$57,875	\$6,340	\$11,000	\$13,211

	Cost of Care	Gold	Silver	Bronze
Rosa's Paycheck & Out-of-Pocket Costs:				
Annual paycheck deductions		\$7,161	\$3,673	\$2,197
Deductible amount paid by Rosa		\$600	\$3,400	\$9,000
Other costs paid by Rosa*		\$5,740	\$7,600	\$4,211
Annual Company-provided Contributions		N/A	(\$1,000)	(\$1,000)
Rosa's Total Cost		\$13,501	\$13,673	\$14,408

*Includes copays and out-of-pocket costs after the deductible is met.

To calculate Rosa's total cost, we added her annual out-of-pocket expenses (deductible + coinsurance and/or copayments + paycheck deductions) and subtracted her Company-provided HSA contribution. **The Gold plan wins.**

Remember, this is an example with estimated paycheck deductions and cost of care. Your actual costs will vary.