

Glossary of Terms

Calendar Year Maximum

A calendar year maximum is the total amount paid each year by your insurance company for each family member enrolled in the dental plan.

Coinsurance

The sharing of cost between you and the plan. For example, 80% coinsurance means the plan covers 80% of the cost of service after a deductible is met, and you will be responsible for the remaining 20% of the cost.

Copay

A fixed amount (for example \$15) you pay for a covered health care service, usually when you receive the service. The amount can vary by the type of covered health care service.

Deductible

The amount you have to pay for covered health care services before your health plan begins to pay.

Health Savings Account (HSA)

An HSA is a personal health care account for those enrolled in an HDHP. You may use your HSA to pay for qualified medical expenses such as doctor's office visits, hospital care, prescription drugs, dental care, and vision care. You can use the money in your HSA to pay for qualified medical expenses now, or in the future. Your HSA can be used for your expenses and those of your spouse and dependents, even if they are not covered by the HDHP.

Flexible Spending Accounts (FSAs)

FSAs allow you to pay for eligible health care and dependent care expenses using tax-free dollars. The Health Care FSA can be used to pay for services not covered by your medical, dental or vision plan such as copayments, coinsurance deductibles, prescription expenses, lab exams and tests, contact lenses, and eyeglasses. The Dependent Care FSA is used to pay for day care expenses associated with caring for elder or child dependents that are necessary for you or your spouse to work or attend school full-time. The money in the account is subject to the "use it or lose it" rule which means you must spend the money in the account before the end of the plan year.

High Deductible Health Plan (HDHP)

A qualified High Deductible Health Plan (HDHP) is defined by the Internal Revenue Service (IRS) as a plan with a minimum annual deductible and a maximum out-of-pocket limit. These minimums and maximums are determined annually and are subject to change.