

This document describes the Consumer-Directed Health Plan (CDHP) with Health Savings Account (HSA). Definitions of terms are sourced from healthcare.gov.

PREMIUMS

CDHP	The <i>premium</i> is the amount that must be paid for your health plan. You pay it monthly and the amount you pay is a percentage of your salary. Employees earning over \$150,000 pay stated rates until a cap, and then 25% of stated rates over cap.	Single Employee	1.75%
		Employee + Spouse	3.50%
		Employee + Children	3.50%
		Family (Spouse+ Children)	4.50%

SAVINGS ACCOUNTS

	Rollover	Interest	Combined Contribution Limit		Maximum Annual College Contribution		
CDHP	A <i>health savings account (HSA)</i> is available. An HSA is a medical savings account available to taxpayers enrolled in a High Deductible Health Plan used to pay for out-of-pocket medical expenses like annual deductibles and coinsurance with pre-tax dollars.	Yes	Yes Balances over \$2,000 earn interest.	Single Employee	\$3,850	Single Employee	\$1,500
				Family	\$7,750	Single Employee + Spouse OR Children	\$2,250
				Age 55 in 2023	Additional \$1,000/yr	Family	\$3,000

DEDUCTIBLES

	IN-NETWORK		OUT-OF-NETWORK		
CDHP	Your <i>deductible</i> is the amount you owe for covered health care services before your health plan begins to pay. The deductible may not apply to all services.	Single Employee	\$2,000	Single Employee	\$4,000
		Employee + Spouse or Children	\$3,000	Employee + Spouse or Children	\$6,000
		Family	\$4,000	Family	\$8,000

MEDICAL COINSURANCE

	IN-NETWORK	OUT-OF-NETWORK
CDHP	Coinsurance describes the share of the costs of a covered health care service after reaching the deductible, calculated as a percent of the allowed amount for the service.	80% plan 20% employee
		60% plan 40% employee

PREVENTIVE CARE

	IN-NETWORK	OUT-OF-NETWORK
CDHP	Preventive care is routine health care that includes screenings, check-ups, and patient counseling to prevent illnesses, disease, or other health problems.	Covered at 100% with no deductible
		Not covered

PRESCRIPTION DRUG COST		Preventive Maintenance Generics / Brand	Most Other Generics	Brand Drugs	Drugs Subject to Deductible
CDHP	Under the CDHP, prescription drugs are paid for with <i>coinsurance</i> , a percentage amount you pay for a covered health care service.	Free	80% plan 20% employee	80% plan 20% employee	Yes After deductible, 80%/20% coinsurance applies.

OUT-OF-POCKET MAXIMUMS		IN-NETWORK		OUT-OF-NETWORK	
CDHP	The most you pay during a policy period before your health plan starts to pay 100% for covered essential health benefits. This limit must include deductibles, coinsurance, copayments, or similar charges.	Single Employee	\$4,000	Single Employee	\$8,000
	Employee + Spouse or Children	\$6,000	Employee + Spouse or Children	\$12,000	
	Family	\$8,000	Family	\$16,000	



Where can I get more information?

For more specific information, please visit www.oberlin.edu/human-resources/health-benefits

Note: This document outlines the highlights of each plan and is to be used for informational and educational purposes only. The document is not intended to be a summary plan description, insurance certificate, or other official plan document. If there are differences between this document summary and the official plan documents, the information in the official plan documents takes precedence.