



Recent Federal Changes Impact VEHI Consumer Directed Health Plans for 2018

August 1, 2017

This monitor is to alert you to increases to the **prescription out-of-pocket maximums (OOPM)** for the VEHI Gold Consumer Directed Health Plan and Silver Consumer Directed Health Plan (CDHP), effective January 1, 2018. These increases are the result of new federal rules that were just communicated to VEHI.

The federal government establishes the **minimum level** of deductible charges for medical and prescription benefits that a health insurance plan must meet to be designated a CDHP and, thus, be compatible with a Health Savings Account (HSA). Annually, the government reviews these deductible amounts and, periodically, revises them. Recently, the federal government raised the **minimum deductibles** that a health insurance plan must meet in **2018** to qualify as a CDHP.

While VEHI's CDHP deductibles for **medical services** satisfy the 2018 federal minimums, the OOPM for its CDHP **prescription services**, which were set previously at amounts mandated by the state, are **lower** than the new federal minimums. Therefore, the **prescription out-of-pocket maximums** on the **VEHI Gold CDHP and Silver CDHP**, effective January 1, 2018, must increase to \$1,350 (single coverage) and \$2,700 (two-person, parent/child[ren], and family coverage) per calendar year. Again, this must be done to maintain the CDHP designation for both plans.

Below we list the change in prescription OOPM for the Gold CDHP and Silver CDHP from 2017 to 2018, consistent with the new federal rules:

CDHP- HSA Minimums (equivalent to the Vermont Rx Out-of-Pocket Maximums)	2017	2018
Single	\$1,300	\$1,350
Two Person, Parent/Child(ren), Family	\$2,600	\$2,700

Important: The increase in prescription OOPM will **NOT** increase the overall OOPM (medical and Rx combined) for either the Gold CDHP or Silver CDHP. Also, there will be **no change** to the 2018 prescription OOPM for the VEHI Platinum (non-CDHP) and Gold (non-CDHP) plan options; those will remain at \$1,300/\$2,600.

<u>Total Out-of-Pocket Maximums for Single Policies for 2018</u>	VEHI Platinum	VEHI Gold	VEHI Gold CDHP	VEHI Silver CDHP
Medical	\$1,500	\$1,800	\$2,500	\$4,000
Prescription	\$1,300	\$1,300	\$1,350	\$1,350
Total	\$2,800	\$3,100	\$2,500	\$4,000

<u>Total Out-of-Pocket Maximums for Two Person, Parent/Child(ren), and Family Policies for 2018</u>	VEHI Platinum	VEHI Gold	VEHI Gold CDHP	VEHI Silver CDHP
Medical	\$3,000	\$3,600	\$5,000	\$8,000
Prescription	\$2,600	\$2,600	\$2,700	\$2,700
Total	\$5,600	\$6,200	\$5,000	\$8,000

All VEHI-related materials about its Gold CDHP and Silver CDHP, written and electronic, will be updated to reflect this increase in prescription exposure.

Change in HSA Contribution Limits for 2018

The HSA contribution limits have also increased for 2018. This will allow employees and/or employers to contribute additional dollars into an HSA. (Members 55 or older can also contribute the additional, catch-up amount annually of \$1,000). This change **does not apply** to the HRAs.

HSA Contribution Limits	2017	2018
Single	\$3,400	\$3,450
Two Person, Parent/Child(ren), Family	\$6,750	\$6,900

Please contact Mark Hage (mhage@vtnea.org), Laura Soares (laura@vsbit.org), or Bobby-Jo Salls (SallsB@bcbsvt.com) if you have any questions or concerns arising from this campaign monitor.