

High Deductible Health Plan (HDHP) and YNHHS Medical Plan Comparison L+M and VNA 2024

Coverage		YNHHS Medical Plan			High Deductible Health Plan		
		Signature Network	Cigna In-Network	Out-of-Network	YNHHS Facilities Only	Cigna In-Network	Out-of-Network
Deductible	Employee Only	\$0	\$1,750	\$10,000	\$2,000	\$2,000	\$2,000
	Employee + Spouse	\$0	\$3,500	\$20,000	\$4,000	\$4,000	\$4,000
	Employee + 1 Child						
	Family						
Out-of-Pocket Maximum	Employee Only	\$3,000	\$8,150	\$30,000	\$3,000	\$3,000	\$4,000
	Employee + Spouse	\$6,000	\$16,300	\$60,000	\$6,000	\$6,000	\$8,000
	Employee + 1 Child						
	Family						
Employer Contribution		n/a	n/a	n/a	in general, up to 50% of deductible, depending upon position	in general, up to 50% of deductible, depending upon position	in general, up to 50% of deductible, depending upon position
Know Your Numbers Credit		YES			\$50 credit to HSA for completion of Health Risk Assessment		
Preventive Services		\$0	\$0	50% after deductible	covered at 100%, deductible waived	covered at 100%, deductible waived	covered at 100%, deductible waived
Medical FSA Compatibility		YES	YES	YES	Limited Purpose for vision and dental expenses only	Limited Purpose for vision and dental expenses only	Limited Purpose for vision and dental expenses only
Applicable Copayment/Coinsurance							
Office Visits and Ancillary Services							
Primary Care Physician (PCP)		\$20 copay	\$40 copay	50% after deductible	\$0 after deductible	\$0 after deductible	40% after deductible
Specialist		\$35 copay	\$60 copay	50% after deductible	\$0 after deductible	\$0 after deductible	40% after deductible

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Applicable Copayment/Coinsurance						
Physical, Speech and Occupational Therapy	\$10 copay	\$10 copay	50% after deductible	\$0 after deductible	\$0 after deductible in office, 20% coinsurance in Hospital	40% after deductible
Inpatient Hospitalization	\$250 copay	20% after deductible	50% after deductible	\$0 after deductible	20% coinsurance after deductible	40% coinsurance after deductible
Outpatient Surgery	\$100 copay	20% after deductible	50% after deductible	\$0 after deductible	20% coinsurance after deductible	40% coinsurance after deductible
Infertility Services	\$14,000 lifetime max	\$10,000 lifetime max	n/a	\$15,000 lifetime max	\$15,000 lifetime max	\$15,000 lifetime max
Laboratory and X-Ray Services	\$25 copay	\$35 copay	50% after deductible	\$0 after deductible	\$0 after deductible in office, 20% coinsurance in Hospital	40% after deductible
High Tech Diagnostic Services	\$100 copay	20% after deductible	50% after deductible	\$0 after deductible	\$0 after deductible in office, 20% coinsurance in Hospital	40% after deductible
Inpatient Mental Health/SA Treatment	\$250 copay	20% after deductible	50% after deductible	\$0 after deductible	\$0 after deductible	40% coinsurance after deductible
Outpatient Mental Health/SA Treatment	\$10 copay	\$10 copay	50% after deductible	\$0 after deductible	\$0 after deductible	40% coinsurance after deductible
Skilled Nursing Facility/Home Health Care	20% coinsurance	20% coinsurance, no deductible	50% after deductible	\$0 after deductible	20% coinsurance after deductible	40% coinsurance after deductible
Durable Medical Equipment	n/a	20% coinsurance, no deductible	50% after deductible	n/a	20% coinsurance after deductible	40% coinsurance after deductible

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Applicable Copayment/Coinsurance						
Emergency Services						
Ambulance	n/a	\$0	\$0	\$0 after deductible	\$0 after deductible	\$0 after deductible
Emergency Room Co-pay	\$300 copay	\$300 copay	\$300 copay	\$100 after deductible	\$200 after deductible	\$200 after deductible
Urgent Care	\$35 copay	\$60 copay	\$60 copay	\$0 after deductible	20% coinsurance after deductible	40% coinsurance after deductible
RX Coverage	YNHHS Medical Plan			High Deductible Health Plan		
Applicable Copayment/Coinsurance						
Tier 1-Generic	30-day supply \$10 copay 90-day supply \$20 copay			30 day supply \$10 copay after deductible 90 day supply \$10 copay after deductible through CVS Maintenance Choice Program		
Tier 2-Brand Name	30-day supply 20% coinsurance (\$35 min, \$80 max) 90-day supply 20% coinsurance (\$70 min, \$150 max)			30 day supply \$25 copay after deductible 90 day supply \$50 copay after deductible through CVS Maintenance Choice Program		
Tier 3-Non-Preferred Brand	30-day supply 40% coinsurance (\$55 min, \$120 max) 90-day supply 40% coinsurance (\$110 min, \$230 max)			30 day supply \$40 copay after deductible 90 day supply \$80 copay after deductible through CVS Maintenance Choice Program		
Tier 4-Specialty	\$40 copay through YNHHS Outpatient Pharmacy. Potentially free program through Prudent RX. If drug not available through YNHHS Outpatient Pharmacy, coverage is 40\$ (up to \$150 copay generic and \$200 copay brand)			\$40 copay after deductible		
this is not meant to be inclusive of all covered services, please refer to ynhhs-benefits.org for detailed information						