

Definitions:

Cost Sharing Terms:

Consumer Directed Health Plan (CDHP): A health plan that meets IRS regulations that allows for funded accounts to assist in the cost of health care. Such accounts may include a Health Savings Account (HSA), a Health Reimbursement Arrangement (HRA), or a Flexible Spending Account (FSA).

Co-insurance: A percentage of allowable charges that the employee must pay after reaching the deductibles. For example, after the required deductible is met, the insurance coverage for a specific service may pay for 80% of the charge and then the individual is responsible for the remaining 20% cost.

Co-payment: A fixed dollar amount paid to a service provider at the time of service. THE ONLY MEDICAL VISIT CO-PAYMENT IS FOR A YEARLY EYE EXAM WITH A PARTICIPATING PROVIDER

Deductible: The amounts set each year that the insured must pay towards medical costs prior to an insurance benefit payment is made by BCBS. There are two levels of deductibles that are used:

Stacked deductible: The amount required of an individual prior to the payment of insurance benefits

Aggregate deductible: The amount of a single or entire family that must be reached prior to the payment of insurance benefits.

Health Reimbursement Arrangement (HRA): Tax-Free employer funded account-based benefit to help employees pay for some qualified out-of-pocket health care expenses defined by the plan; may be paired with any health insurance plan; works best with a High Deductible Health Plan.

Flexible Savings Account (FSA): An account that is set up and owned by the employer and funded by the employee through pre-tax payroll deductions to pay for qualifying medical and child care expenses (DCAP).

Our Third Party Provider is DataPath, they process FSA and HRA reimbursements. Employees may set up access to their account and login through: myRSC.com