

# CDHP HSA

## Consumer Directed Health Plan

A Consumer-Directed Health Plan (CDHP) is an IRS-qualified High-Deductible Health Plan (HDHP) paired with a financial account, most commonly a Health Savings Account (HSA), that you can deposit money in to pay for any qualified medical, dental or vision expense as defined by the IRS. Examples of qualified medical expenses include primary and/or specialty care visits, hospital visits, prescription drugs, dental and vision care.



## Key Benefits of Consumer Directed Health Insurance Plan



### Health Savings Account

Tax-free savings account for qualified medical, dental and vision expenses. Employees do not pay federal taxes on money deposited into the account through payroll deductions. It can be used any time to pay for care. The account grows with tax-free interest, and the money will go with the employee if they change jobs or retire. Participants will receive a debit card linked to their HSA account that can be used to pay for qualified expenses.



### Health Plan Options

VUSD offers two different HSA qualifying medical plans: Anthem CDHP PPO 90 and Kaiser CDHP DHMO 90. Both plans offer automatic medical and prescription claims integration, balance trackers and comprehensive and easy investment options for employees to invest their funds.



### Medical Coverage

Protects employees from high costs by having an annual out-of-pocket maximum. 90%/10% once deductible is met.



### Medical Networks & Providers

Utilize the same doctors, networks and pricing as their traditional counterparts.

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#### Who can contribute to an HSA?

*Both employees and employers can contribute to an HSA.*

## FAQs?

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#### Who should consider a CDHP?

*CDHPs and HSAs are like personal savings accounts, but the money is used only for qualified medical, dental and vision expenses. Employees completely own and control the money in their account.*

*Like any health care plan option, CDHPs have both advantages and disadvantages. For those that are familiar with their medical plan and carrier who want to save for future health care costs, a CDHP is a good option. However, those who are heavy utilizers of their medical plan, especially those on brand or specialty prescriptions, may find it difficult to meet the higher deductibles and coinsurance required with a CDHP.*

For more information: ✉ [Jodie.Argueta@venturausd.org](mailto:Jodie.Argueta@venturausd.org) ☎ (805) 641-5000 x. 1242