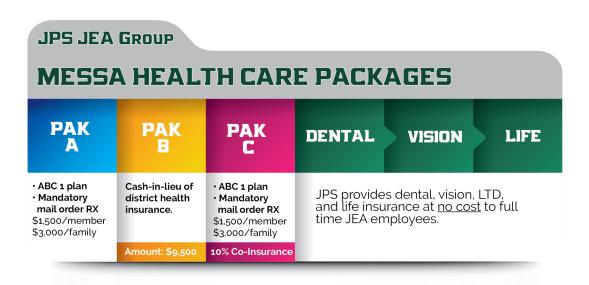


#### **ANNUAL OPEN ENROLLMENT**

January 2023 - December 2023 **Full Time JEA Group**Provider: MESSA

# **2023 HEALTH PLAN OPTIONS**



## **UNDERSTANDING HEALTH CARE TERMINOLOGY & COSTS**

The actual total cost for medical insurance.	Pre-set maximum \$ your employer can contribute to your premium.	Amount of the premium cost you pay after employer contribution.	Amount you pay for health care services before plan starts to pay.	HEALTH SAVINGS ACCOUNT (HSA) Account where you can set aside pre-tax \$ to pay for health care expenses.
JPS provides dental, vision, LTD and life insurance at <u>no cost</u> to you.	If <b>Hard Cap</b> is greater than the <b>Premium</b> : JPS deposits balance into employee HSA (eg. PAK C Single/Family)	PREMIUM SHARE + DEDUCTIBLE = YOUR COST		
		CO-INSURANCE % of covered costs you pay after deductible for lower premium plans, up to annual max. Only applies to PAK C plan.		



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# **2023 HEALTH CARE COSTS**

# • 2023 PREMIUM COSTS & HARD CAPS

	SINGLE	TWO-PERSON	<b>FAMILY</b>	
PAK C	\$7,417.08	\$16,688.40	\$20,767.80	
Annual Mess	a Premium Cosi	ts were increased by +6	6.7% 2023 vs. 2022	,
HARD CAP	\$7,399.47	\$15,474.60	\$20,180.43	Set by Michigan Dept. of Trea
Annual Hard	Caps were incre	ased by +1 3% 2023 vs	2022	

# YOUR INSURANCE COSTS: 2023 PREMIUM SHARE ANNUAL

	SINGLE	TWO-PERSON	FAMILY
PAK C	\$17.61	\$1,213.80	\$587.37

## YOUR INSURANCE COSTS: 2023 PREMIUM SHARE PER PAYCHECK (26 Pays)

	SINGLE	TWO-PERSON	FAMILY	
PAK A	\$22.04	\$94.74	\$82.40	
PAK C	\$0.68	\$46.69	\$22.60	

## • 2023 ANNUAL DEDUCTIBLE & HSA CONTRIBUTIONS





#### ANNUAL OPEN ENROLLMENT

January 2023 - December 2023 **Full Time JEA Group**Provider: MESSA

## **HEALTH SAVINGS ACCOUNTS (HSA)**

HSA's are a type of savings account that let you set aside pre-tax money to pay for qualified medical expenses, such as orthodontic work, medical/dental co-pays, saving for retirement health costs, etc. You may choose to contribute additional money to your HSA (if eligible) to take advantage of the tax benefit—because HSA contributions are pre-tax, your taxable income is reduced by the amount that you contribute.

- JPS HSA's are managed through Health Equity. You can use your Health Equity card to pay for qualified medical expenses, or use their online portal or mobile app.
- Note that the IRS imposes an annual cap on the amount you can contribute to an HSA.
- You can change your HSA contributions and corresponding payroll deduction at any time. Simply fill out the <u>HSA form</u> on the website and Teresa Monroe will process the change.

#### **ADDITIONAL RESOURCES**

To ensure you have the information needed to make the best decisions for your healthcare in 2023, we've made available several documents from our providers to give greater detail on each of the plans and their coverages. Click here to view the documents available for your plan options.