

THE 2027

EASY GUIDE

To Understanding Your
Consumer Driven Health Plan

COMMUNITY HEALTH PLAN
of Washington™
The power of community

The plan that gives you more...

The CDHP is a consumer driven health plan that gives you:

- **More money** in your paycheck from lower monthly premiums
- **More ways to reduce taxes** with a tax-free health savings account (HSA)
- **More flexibility** in how you choose and pay for healthcare services
- **More opportunities** to build long-term healthcare and retirement savings



CDHP at a glance

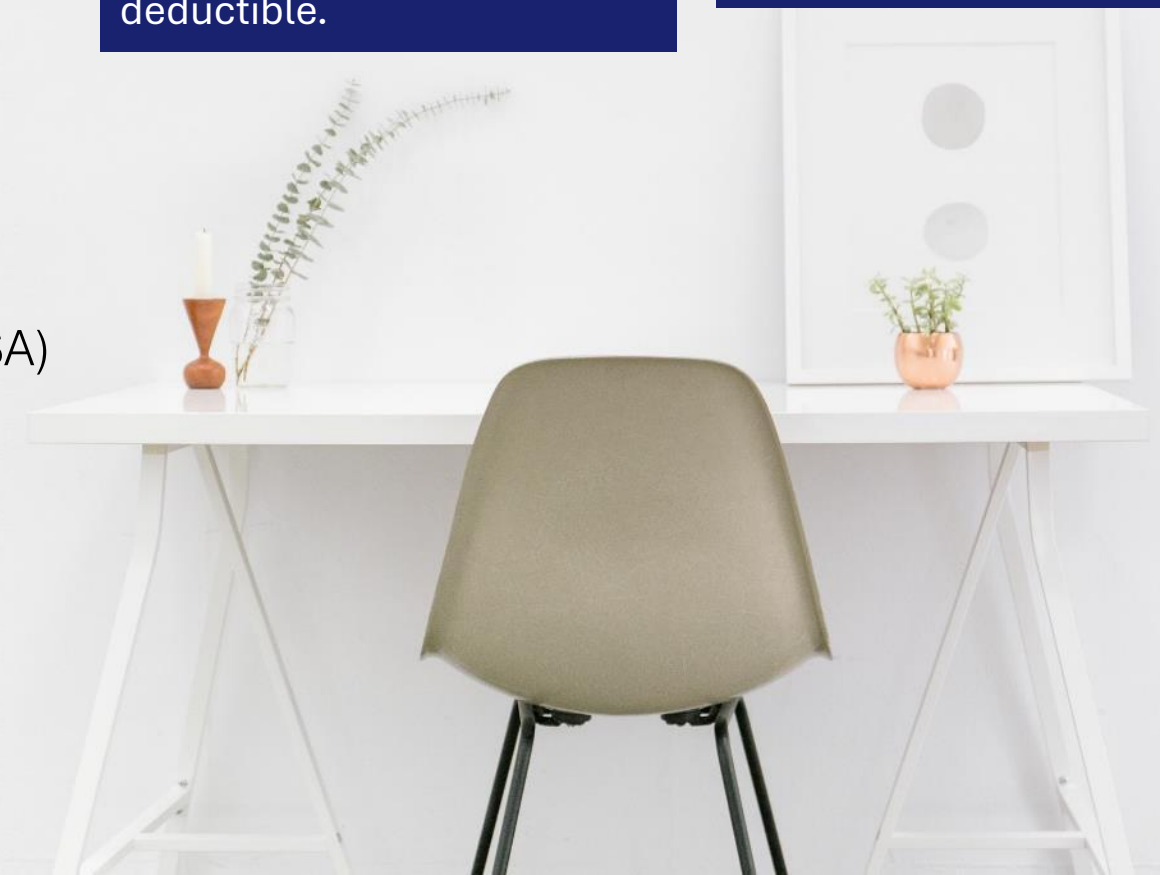
- Lower monthly contribution than our other medical plans
- Higher deductible
- Free in-network preventive care
- Comprehensive medical and prescription drug coverage
- Use tax-free health savings account (HSA) to offset deductible

When you enroll in the CDHP, you get a health savings account (HSA) funded with tax-free contributions from CHPW and you.

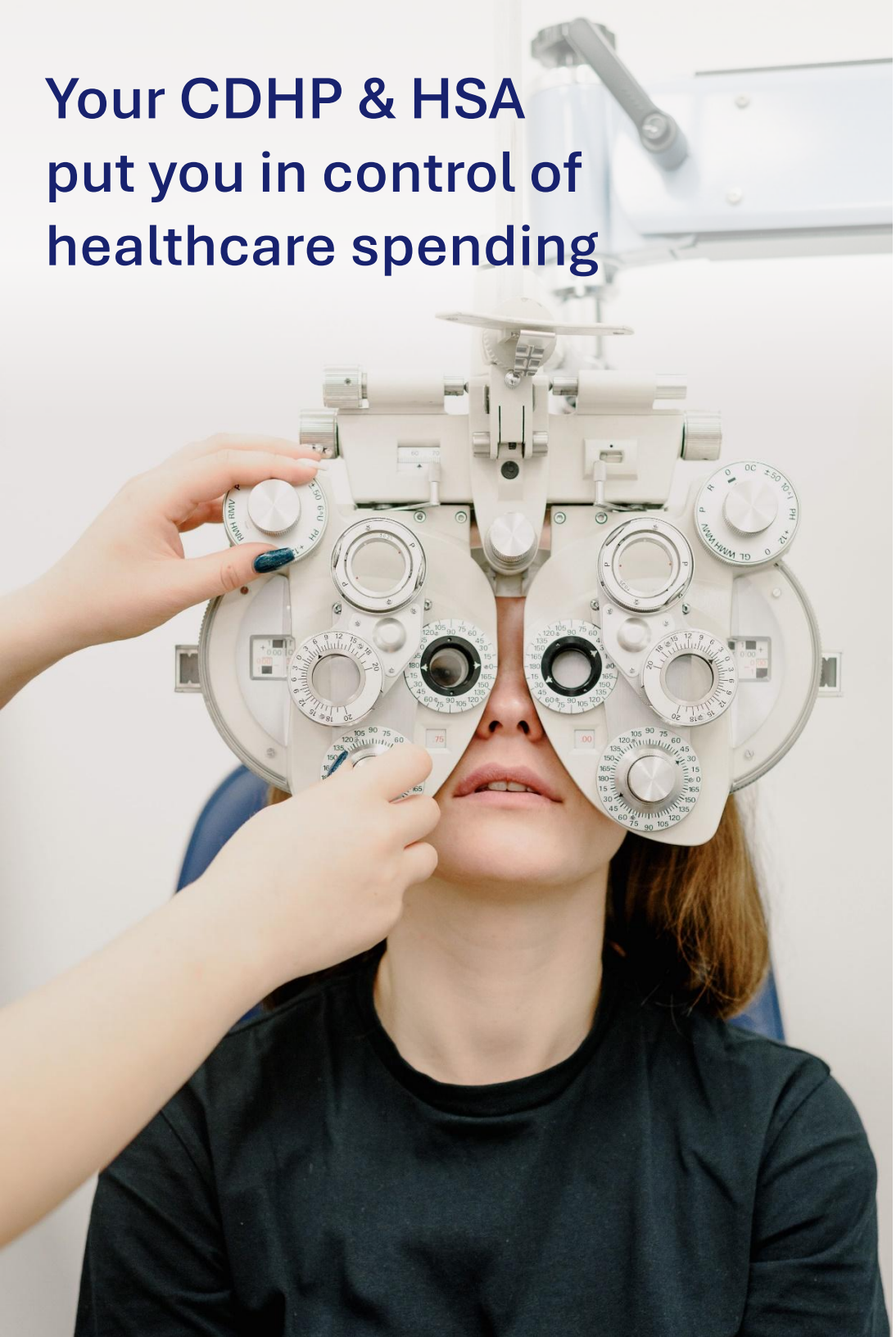
This is important because with the CDHP you pay for 100% of all medical costs (except preventive care) until you reach the annual deductible.

You can use the money in your HSA for your deductible and any other eligible medical expenses you have throughout the year or any time in the future.

Your HSA balance never expires—there's no "use it or lose it" rule. You keep the account even if you leave the company, and any balance earns interest.



Your CDHP & HSA put you in control of healthcare spending



- Preventive care is a no-brainer. Keep up with your annual checkups without worrying about the cost, since preventive care is fully covered in-network.
- Use your HSA for many different health expenses: regular office visits, prescriptions, lab tests, acupuncture, chiropractic adjustments, even dental care, glasses and contacts.
- You don’t have to spend your HSA. If you’d rather save your HSA for a potential large expense down the road, feel free to pay small medical costs from your bank account. If you change your mind, you can always get reimbursed from your HSA later.
- Your HSA gives you flexibility to visit any doctor, hospital or lab of your choice, even out-of-network providers.
- You can shop around. Healthcare is like any other purchase. If you have the time, it pays to shop around for the best quality and price.


Your HSA helps you save on federal taxes
NO TAX on HSA contributions
NO TAX on eligible HSA withdrawals
NO TAX on HSA interest and earnings
Click here for more about federal and state tax savings.

Your HSA boosts your retirement savings plan

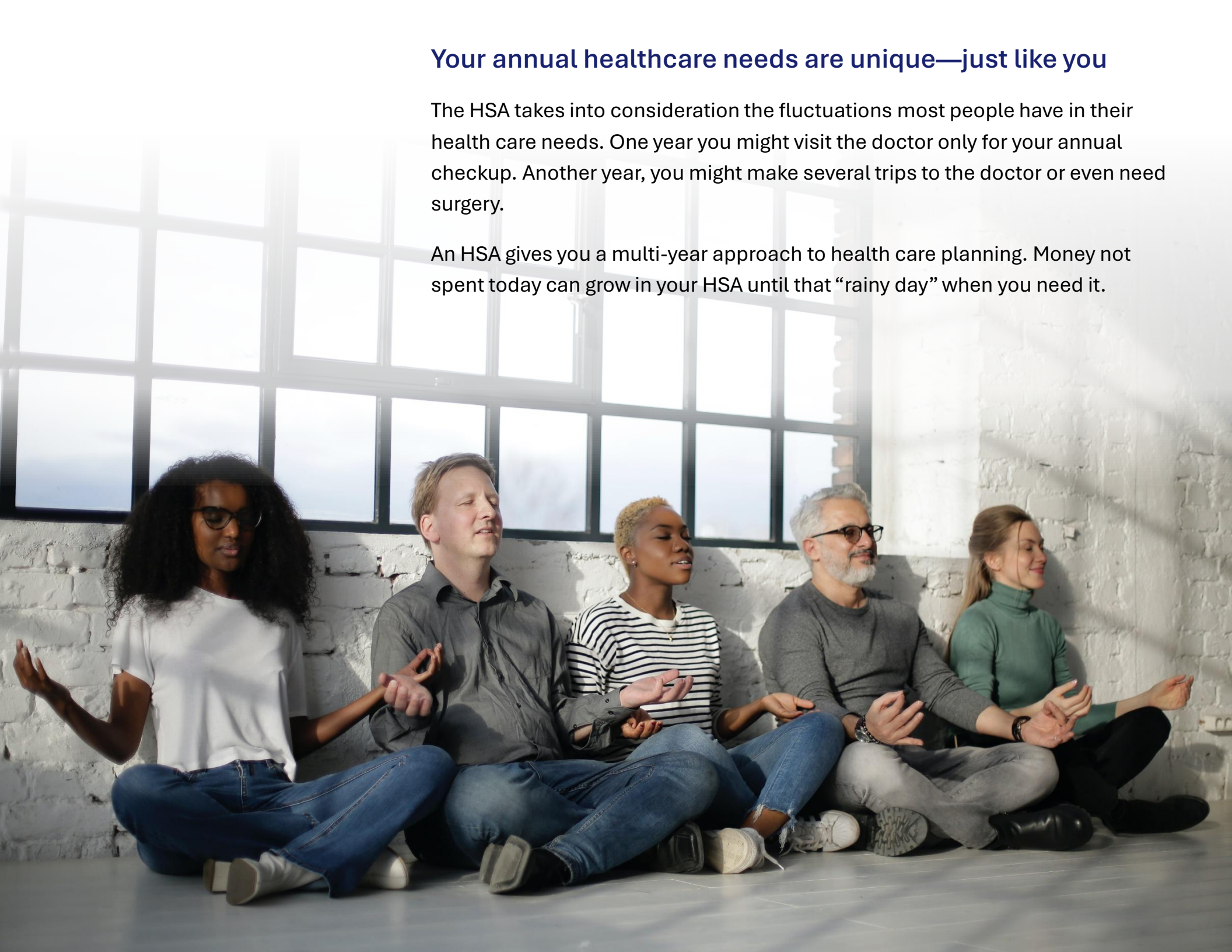


- Your HSA is your long-term health fund. The balance rolls over year after year so you can use it for healthcare expenses 30 days or 30 years from now.
- Your HSA is a smart addition to your retirement savings plan. Your post-retirement healthcare spending will be tax-free when you use your HSA. And after age 65, you can use HSA dollars for non-health expenses too (subject to ordinary income tax).
- You can invest your account balance. After you reach a minimum balance, you can invest your funds, just like a 401(k) or IRA. You have a number of investment options to choose from.

Your annual healthcare needs are unique—just like you

The HSA takes into consideration the fluctuations most people have in their health care needs. One year you might visit the doctor only for your annual checkup. Another year, you might make several trips to the doctor or even need surgery.

An HSA gives you a multi-year approach to health care planning. Money not spent today can grow in your HSA until that “rainy day” when you need it.







How much can you contribute to an HSA?

2027

Allowable HSA contributions (per year)

	Employee Coverage	Family Coverage
CHPW Contribution	$500	$1,000
+		
Your Pre-Tax Contributions	$4,000	$8,000
=		
IRS Annual Maximum	$4,500	$9,000

In addition to the company contribution, you can contribute money to your HSA, up to the total annual amount allowed by the IRS. If you're 55 or older, you can contribute $1,000 more each year.

Plan Highlights

Preventive Care	PLAN PAYS 100% (In-network)
Before Meeting Deductible	YOU PAY 100% ($1,750 Employee Only/$3,500 Family) *For family coverage, the full $3,500 family deductible must be met by one or more family members before the plan begins paying benefits for services subject to the deductible.*
After Meeting Deductible	YOU PAY 20% / PLAN PAYS 80%
After Meeting Out-of-Pocket Max	PLAN PAYS 100% (After $4,000 Employee Only/$8,000 Family) *OOP Max for any one individual enrolled in family coverage is $4,000.*

Your Cost (Per Month) *Salary less than $75k*		Your Cost (Per Month) *Salary of $75k - $120k*		Your Cost (Per Month) *Salary over $120k*	
You can save up to $564 in premiums per year for employee-only coverage or up to $1,320 per year for employee + family coverage, compared to our other medical plans.		You can save up to $1,140 in premiums per year for employee-only coverage or up to $2,640 per year for employee + family coverage, compared to our other medical plans.		You can save up to $1,704 in premiums per year for employee-only coverage or up to $3,972 per year for employee + family coverage, compared to our other medical plans.	
Employee only	$24	Employee only	$47	Employee only	$71
Employee + spouse	$89	Employee + spouse	$179	Employee + spouse	$268
Employee + children	$71	Employee + children	$142	Employee + children	$213
Employee + family	$142	Employee + family	$284	Employee + family	$426



Can we talk about the **ELEPHANT** in the room?



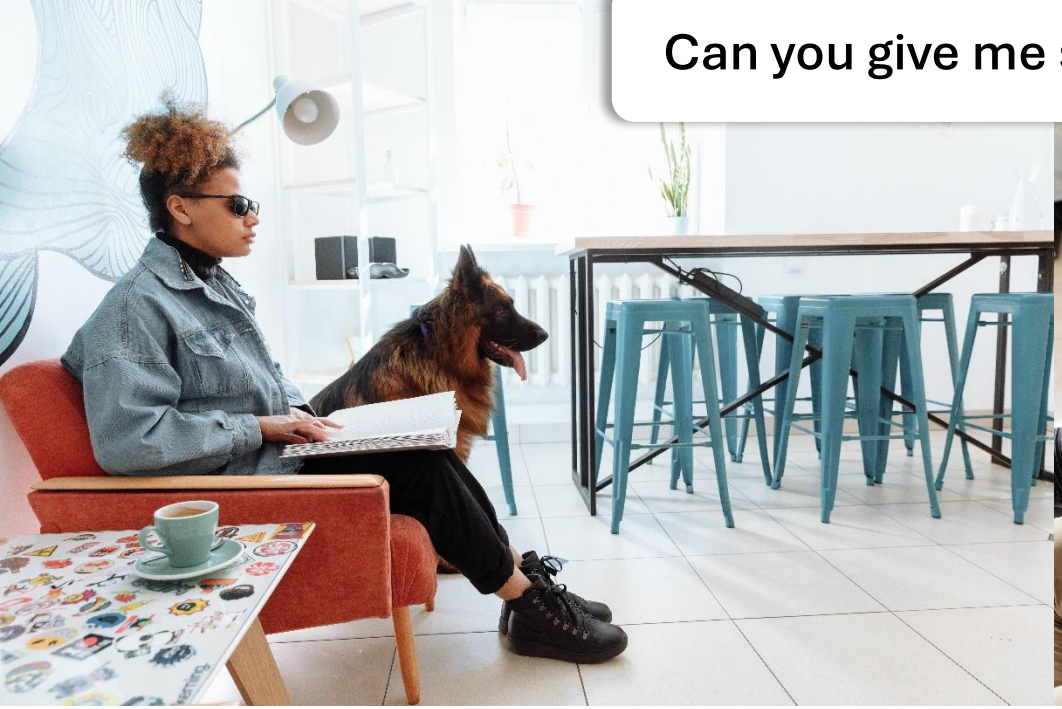
It all comes back to the HSA

At first, many people have deductible "sticker shock," but many features of the CDHP partially or completely offset your deductible and other healthcare costs:

- You pay less in premiums, allowing you to use the money you save for other things, including funding your HSA.
- CHPW helps you cover your deductible with contributions to your HSA.
- The IRS sets a generous annual limit on how much you can contribute to your HSA.
- You get significant tax benefits. HSA contributions, withdrawals and earnings are free from federal tax. (A few states tax HSA contributions or earnings.)
- Your HSA balance rolls over every year. What you don't spend continues to grow, with interest.



Can you give me some examples?





Candace: Healthy Single Woman

Candace's costs were very low throughout the year. She had her annual checkup (fully covered), and she got an ankle brace after a minor sprain. She did not meet her deductible.

	$500	HSA deposit from CHPW
+	$2,000	Candace's HSA contributions
=	$2,500	Total HSA Deposits
-	$500	Urgent care and ankle brace
=	**$2,000**	**HSA balance rolls over to next year**

Seth: Family Man

Seth covers his whole family. They visited the doctor often because life happens! Even though his family's expenses were higher, he did not meet his deductible.

	$1,000	HSA deposit from CHPW
+	$5,500	Seth's HSA contributions
=	$6,500	Total HSA Deposits
-	$2,400	Sniffles, sneezes & fevers
=	**$4,100**	**HSA balance rolls over to next year**



Andre: A Little Too Sick at the Skate Park

Andre usually nails a kick flip, but this weekend he wiped out hard. His knee surgery exceeded his deductible. Here's how his health plan benefits (employee-only coverage) and HSA worked together to cover his costs.

CDHP Plan Benefits

	$1,750	Andre's in-network deductible
+	$500	Andre's additional coinsurance costs
=	$2,250	Andre's total out-of-pocket
+	$4,100	Covered by insurance
=	**$6,350**	**Total knee surgery cost**

HSA Usage

	$500	HSA deposit from CHPW
+	$1,700	Andre's HSA contributions
=	$2,200	Total HSA Deposits
-	$2,200	Paid for medical costs
=	**$0**	**HSA balance**

What ELSE do I need to KNOW?



Common Eligible Expenses

- Acupuncture
- Alcoholism treatment
- Ambulance
- Artificial limb
- Birth control pills
- Blood pressure monitoring device
- Breast pumps and related supplies
- Chiropractic care
- Dental treatment
- Dentures
- Diagnostic services
- Drug addiction treatment
- Eye examination, eye glasses, reading glasses, contacts
- Family planning items
- Fertility treatment
- Hearing aids
- Hospital services
- Immunization
- Insulin and diabetic supplies
- Laboratory fees
- Laser eye surgery
- Medical testing devices
- Menstrual care products
- Nursing services
- Obstetrical expenses
- Orthodontia (not cosmetic)
- Oxygen
- Physical therapy
- Prescription drugs
- Psychiatric care
- Smoking cessation program and medications
- Surgery
- Telehealth services
- Transportation for medical care
- Wheelchair, walkers, crutches and canes

Many over-the-counter products are HSA-eligible, including things like allergy medicines and feminine hygiene products. Look for a more comprehensive list on the HSA administrator website.



HSA Eligibility Rules

For You

To be eligible to make deposits to an HSA:

- You must currently be enrolled in a CDHP.
- You may not be enrolled in any other non-CDHP health coverage, except for accident, disability, dental or vision, or long-term care coverage.
- You may not have a general-purpose flexible spending account (FSA) or be eligible to use one (such as a spouse's FSA). Limited purpose FSAs, which cover dental and vision expenses only, are allowed.
- You cannot be claimed as a dependent on another person's tax return.
- You may not be enrolled in Medicare, Medicaid or Tricare.

For Your Adult Dependents

- Your HSA may be used to pay for eligible expenses for you and for your legal tax dependents (people listed on your federal income tax return).
- While you can cover dependent children on your health plan up to age 26, this does not extend to HSA spending. When your adult child is no longer a tax dependent, any HSA distributions for the child would be subject to taxes and penalties.
- If you cover your Domestic Partner on the CDHP, you may each set up an HSA and contribute the full family amount (assuming you are HSA-eligible). However, you may not use your HSA for your partner's expenses (and vice versa).



Helpful Online Resources

Click below for additional online resources.



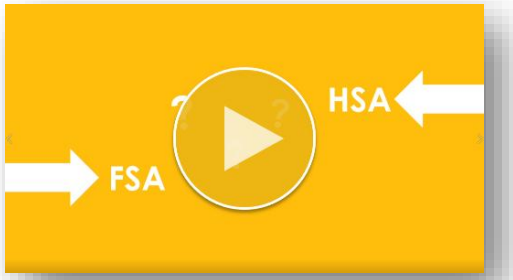
Consumer Driven Health Plan



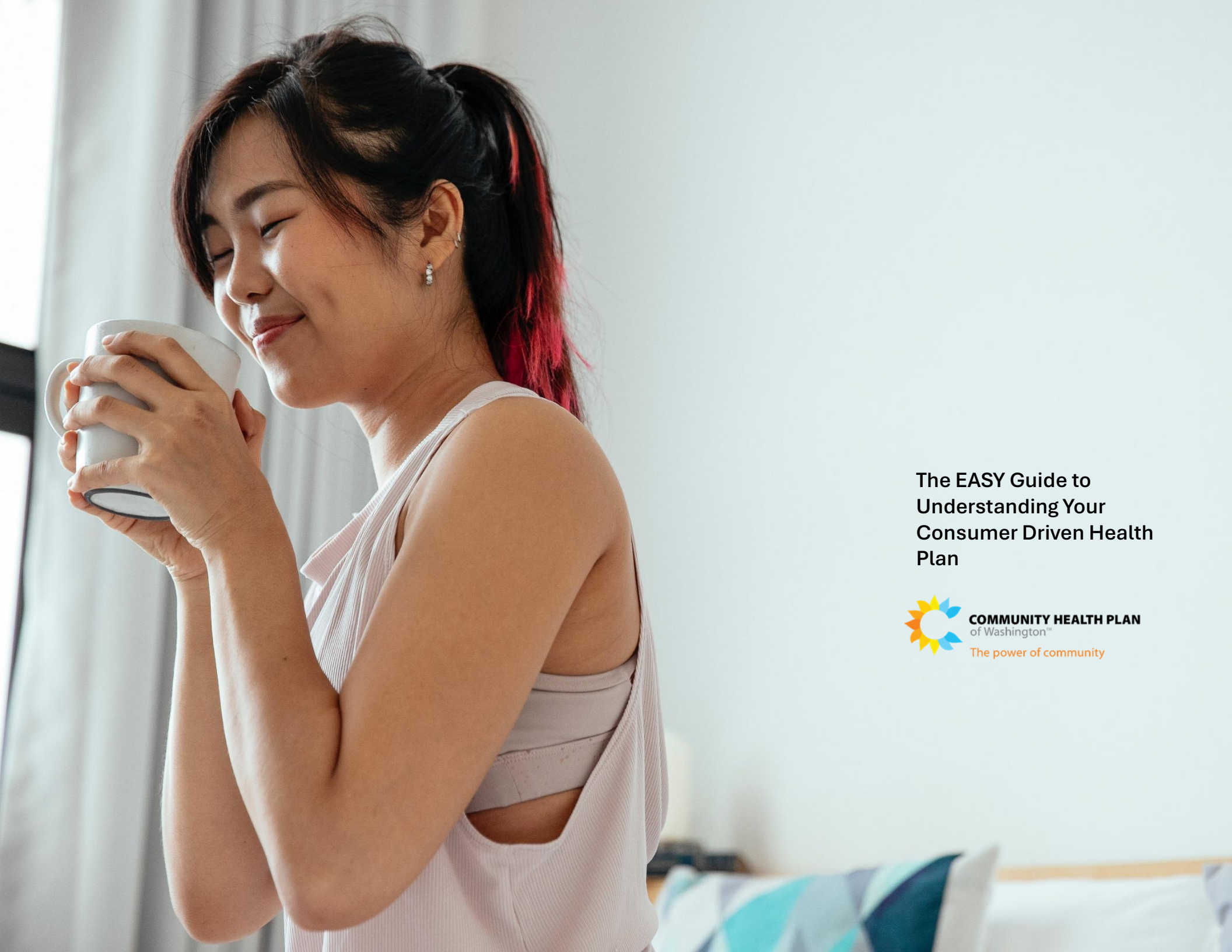
HSA

HealthEquity

HSA Carrier Website



HSA vs. FSA



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