CITY OF SPARKS · MEDICAL PLANS

Healthcare Plan Options 2027

Benefit and cost comparison of the current plan and the two new options.

The rates below are in-network rates. Out-of-network rates are different. See plan document for details.

(d) Applies after the deductible is met **Red** Flat dollar copay

BENEFIT	CURRENT PLAN PPO 200	OPTION 1 PPO 400	OPTION 2 HDHP 2600
DEDUCTIBLES AND OUT OF POCKET MAXIMUMS			
Individual Deductible	$200	$400	$2,600
Family Deductible	$400	$800	$3,500
Individual Out of Pocket Max.	$1,200	$3,000	$5,250
Family Out of Pocket Max.	$2,400	$6,000	$6,350
OFFICE VISITS AND CARE			
Primary Physician	20% (d)	**$20***	20% (d)
Specialist Physician	20% (d)	**$50***	20% (d)
Preventive Care	No charge	No charge	No charge
Urgent Care	20% (d)	**$50***	20% (d)
HOSPITAL, IMAGING AND SURGERY			
Emergency Room	20% (d)	$250 (d)	20% (d)†
Lab (Non-Hospital)	20% (d)	**$30***	20% (d)
MRI, PET, CT Scans (Non-Hospital)	20% (d)	$200 (d)	20% (d)
Outpatient Surgery	20% (d)	$250 (d)	20% (d)
Inpatient Hospitalization	20% (d)	$250 (d)	20% (d)
PRESCRIPTIONS			
Prescription Deductible	none	none	none
Tier I	$5	$15	$7 (d)
Tier II	$15	$35	$30 (d)
Tier III	$40	>$50/40%	$50 (d)

* Flat dollar copays in **red** in Option 1 do not count toward the deductible, but they do count toward the out-of-pocket maximum.

† Option 2 (HDHP 2600): the deductible must be met prior to the 100% emergency room benefit if the patient visits the emergency room within 48 hours of the injury.

CITY OF SPARKS · MEDICAL PLANS

PPO vs. HDHP: what is the difference?

The City offers two kinds of medical plans. A PPO charges you less at the time of care. An HDHP charges you more at the time of care, and lets you save for those costs in a tax-advantaged HSA.

PPO

Preferred Provider Organization

A PPO offers the flexibility to use a “preferred provider.” Care costs more when you go out of network, and you generally do not need a referral to see a specialist.

> “A type of health plan that contracts with medical providers, such as hospitals and doctors, to create a network of participating providers. You pay less if you use providers that belong to the plan’s network. You can use doctors, hospitals, and providers outside of the network for an additional cost.”
>
> HealthCare.gov glossary

AT THE CITY

- PPO 200 (Classic Plan) and PPO 400.
- Lower deductibles ($200 and $400 for an individual).
- PPO 400 uses flat dollar copays for many visits.
- You may add a Health Care FSA and a Dependent Care FSA. PPO 400 also includes a City contributed HRA.

HDHP

High Deductible Health Plan (HSA-eligible plan)

An HDHP has a higher deductible than a traditional plan. The premium is usually lower, but you pay more of your health care costs before the plan starts to pay its share.

> “A plan with a higher deductible than a traditional insurance plan. The monthly premium is usually lower, but you pay more health care costs yourself before the insurance company starts to pay its share (also called your deductible). A high-deductible plan can be combined with a health savings account (HSA), for you to pay for certain medical expenses with money you set aside in your tax-free HSA. This is why it’s more commonly called an HSA-eligible plan.”
>
> HealthCare.gov glossary

AT THE CITY

- HDHP 2600, with a $2,600 individual deductible.
- In most cases, the City contributes to your HSA each pay period, and you may add your own pre-tax funds.
- HSA funds roll over and stay yours if you leave the City.
- You may add a Dependent Care FSA, but not a Health Care FSA.

	PPO	HDHP
Deductible	Lower	Higher
Monthly premium	Usually higher	Usually lower
Network	Preferred providers cost less. Out-of-network providers cost more.	Depends on the plan. The City’s HDHP uses a provider network.
Account that goes with it	Health Care FSA, Dependent Care FSA, and an HRA (PPO 400 only)	HSA, and a Dependent Care FSA
May suit you if	You expect regular care and want predictable costs at the time of service.	You expect few medical costs, can cover a higher deductible, and want to save for future medical expenses.

Definitions are from the HealthCare.gov glossary. See the comparison chart on the previous page for the City’s plan details.