

## UNDERSTANDING DEDUCTIBLES: AGGREGATE VS. EMBEDDED

### AGGREGATE:

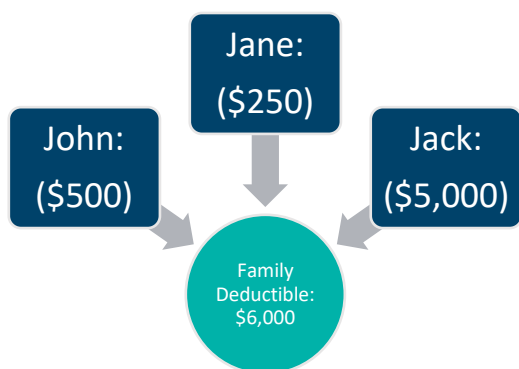


The County's High Deductible Health Plan (HDHP) has an aggregate deductible but an embedded out of pocket maximum.

Anthem Select, Choice, Care, & the EPO all have an embedded deductible & out of pocket maximum.

- Annual Deductible:**
- \$2,000 (Individual)
  - \$6,000 (Family)
- Medical Expenses:**
- John: \$500
  - Jane: \$250
  - Jack: \$2,000

With an **aggregate family deductible**, your family will be paying the deductible until the entire family deductible is collected.



Jack trips & sprains his wrist and needs to go to the emergency room. Will the co-insurance kick in immediately since he has already met the \$2,000 individual deductible?

**NO.**

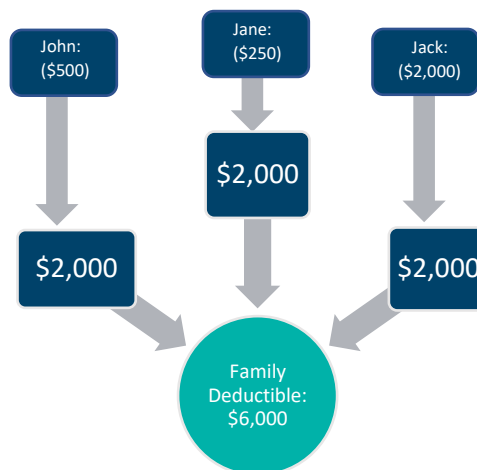
The family has only had a total of \$5,750 in medical expenses. Jack will need to pay the remaining \$250 of the family deductible before the co-insurance will take effect. Once the co-insurance is in effect, he will only need to pay 20% of the remaining emergency room expenses.

### EMBEDDED:



- Annual Deductible:**
- \$2,000 (Individual)
  - \$6,000 (Family)
- Medical Expenses:**
- John: \$500
  - Jane: \$250
  - Jack: \$2,000

With an **embedded family deductible**, the plan begins to make payments as soon as one member of the family has reached their individual deductible.



Jack trips & sprains his wrist and needs to go to the emergency room. Will the co-insurance kick in immediately since he has already met the \$2,000 individual deductible?

**YES.**

Jack only has to meet his individual deductible of \$2,000 and he has already had \$2,000 in medical expenses. Jack's HDHP will help pay for this trip to the emergency room, and he is only subject to the co-insurance. However, if anyone else in the family had tripped instead of Jack, the co-insurance would not kick in for them until they hit their \$2,000 individual deductible.