



Blue Care  
Network  
of Michigan

Confidence comes with every card.®

HealthEquity  
Building Health Savings™

## Employer Guide

# BCN HSA<sup>SM</sup> HMO Blue Elect Plus HSA<sup>SM</sup> POS Health Savings Account



**Blue Care Network HSA health plans** are smart, practical solutions to cover your employees at a cost that fits your budget while still providing unmatched value.

And Blue Care Network is available in all 83 Michigan counties with access to more than 6,500 PCPs, 33,000 specialists and 133 Michigan hospitals.

#### **HSA HMO AND HSA POS PLAN FEATURES**

- Comprehensive medical benefits
- Preventive services covered at 100%
- An integrated pharmacy plan
- A coordinated online health savings account and debit card

**Employers offering consumer-directed health plans save more money every year compared to employers who offer regular HMO plans.**



# How your health savings account works

Your plan offers an HSA administered through HealthEquity®, Inc.

## SAVINGS ACCOUNT BASICS

BCN HSA HMO or BLUE ELECT PLUS HSA comes with an HSA-compatible health plan that offers a number of advantages for you and your employees.

Savings account	Required health plan
BCN HSA HMO BLUE ELECT PLUS HSA	BCN high-deductible health plan

## INTEGRATED DEDUCTIBLE

A qualifying high-deductible health plan has a minimum annual deductible and a maximum out-of-pocket limit defined annually by the federal government.

A high-deductible health plan requires employees to pay for all covered health care services, except preventive care services, until their deductible is met. Employee deductible and out-of-pocket totals are updated as claims are processed, not at the time of service.

Out-of-pocket requirements for the plan include a combined medical and prescription drug deductible, copayment and coinsurance. An employee's annual out-of-pocket maximum is the most they'll have to pay for covered health care expenses during the calendar year. Once they reach the plan's annual maximum, their covered health care services shouldn't require any additional out-of-pocket costs.

An HSA allows your employees to conveniently access money in their accounts with an HSA Visa card.

HealthEquity®, Inc. is an independent company supporting Blue Care Network by administrating HSA accounts and providing HSA services.

An FDIC-insured and independent bank holds your employees' HSA dollars.



# Your health savings account

A **BCN HSA HMO** and **Blue Elect Plus HSA POS** are industry-leading solutions with easy enrollment, less paperwork and hassle-free claims. It allows you, your employee or both to contribute, pre-tax, to an employee-owned HSA. Your employees use money in their accounts to pay for qualified medical expenses.

## KEY HSA FACTS

- Contributions, investment earnings and withdrawals for qualified medical expenses are all tax-advantaged.
- Contributions that are not spent roll over from year to year.
- Once the account reaches \$2,000, employees can invest their money.

## FINANCING FUNDAMENTALS

Feature	Health savings account
Financing	Contributions can be made by: <ul style="list-style-type: none"><li>• Employer</li><li>• Employee</li><li>• Employer and employee</li><li>• Third party</li></ul>
Funds owner	Employee
Contribution tax status	<ul style="list-style-type: none"><li>• Employer contributions are not subject to payroll taxes.</li><li>• Pre-tax contributions can be made through payroll deduction.</li><li>• After-tax employee contributions are tax-deductible from gross income.</li></ul>
Year-to-year rollover	Yes
Allowable withdrawals	Qualified IRS expenses
Opportunity to invest	Yes
Debit card available	Yes

Visit **irs.gov**\* for a list of qualified medical expenses.

\*Blue Care Network does not endorse this website or control its general content.



## Timeline to getting your HSA

Blue Care Network sends an automated file to the administrator once members are enrolled in BCN HSA HMO or Blue Elect Plus HSA POS, so there are no additional files to complete and makes implementing HSAs easy for you.

### 1. Preparation

- Select a Blue Care Network HSA compatible health plan.
- Complete the *Notice of New Business Form*.
- Employees are enrolled once the group is established.

### 2. Integration

- Blue Care Network sends group eligibility to the administrator.

### 3. Go live

- Employer receives welcome communication.
- The administrator creates employer online account.
- The administrator opens HSA.
- Employees receive welcome materials and debit card.

# Valuable resources for you ...

## ONLINE ACCOUNT MANAGEMENT

You have 24-hour access to your account information.

You can view reports, pay invoices and manage account setup, funding and banking arrangements.

Self-service features include:

- **Account setup**
  - Designate primary contacts.
  - Select email notifications such as contribution reminders, payment due notices, payments received, electronic fund transfer schedules and notification of funds returned.
  - Create broker login, if desired.
  - Manage role-specific logins and permission levels for any of your staff who will access the portal.
- **HSA contribution management (your contribution to employee HSA)**
  - Set defaults for contribution amounts.
  - Designate the tax year for which contributions will be made.
  - Modify contribution amounts.
  - Test for and correct errors.
  - View contribution summaries.
- Set up payment method (check or electronic funds transfer).
- Calculate maximum allowable contribution amounts on behalf of employees.
- **Manage funding account**
  - Set up funding reminders.
  - Upload deduction files or select default deductions.
  - Fund the accounts.
  - Set up banking arrangements.
- **Reports provide details**
- **HSA contributions based on calendar year**
  - Claims detail
  - Plan summary
- **Client Services information available online**

## RECEIVE HEALTH CARE NEWS DAILY

To help you navigate today's changing health care landscape and stay up-to-date on news, products and resources for your business, visit [mibluedaily.com/for-your-business](http://mibluedaily.com/for-your-business). Subscribe to receive real-time updates.

## and for your employees ...

Many value-added benefits are available to members who carry a BCN ID card. These useful programs and services help them get the most out of their plan.

### GET CONNECTED TO HEALTH AND WELLNESS

Blue Cross® Well-Being gives members access to many online programs that can help them stay healthy, get better or improve their quality of life.

### MEMBER DISCOUNTS

A Blue Care Network health plan includes access to exclusive national and Michigan-based discounts on a variety of healthy products and services from groceries and fitness gear to travel and gym memberships. To take advantage of these offers, members can log in to their account at **bcbsm.com** and then select *Member Discounts with Blue365®* on the right side of the page.

## bcbsm.com is easier than ever

When your employees create a member account at **bcbsm.com**, they'll have instant access to the following:

- A personal snapshot of their health care plan where they can see their deductible status, recent claims activity and other important information.
- The site where they can select a primary care provider and compare quality information for doctors and hospitals.
- One secure location where they can see all their medical, dental, pharmacy and vision plan information.

Your employees can get started by going to **bcbsm.com/register**.

They can also download our mobile app. Search **BCBSM** at the App Store® or Google Play™.



### 24-HOUR NURSE ADVICE LINE

Members can speak to a registered nurse 24/7, toll-free at **1-855-624-5214** or **711 (TTY)**. This free service helps members save time, money and unnecessary trips to the emergency room.



HealthEquity®, Inc. is an independent company supporting Blue Care Network by administrating HSA accounts and providing HSA services.

Blue Care Network of Michigan is a nonprofit corporation and independent licensee of the Blue Cross and Blue Shield Association.