

Welcome to the Frequently Asked Questions concerning your health insurance.

What type of health insurance plan does the Peninsula-Delaware Conference offer?

For full-time active clergy, the Conference offers a Preferred Provider Organization plan (PPO) which means for the best cost-effective coverage, you should use an in-network provider. The Highmark Blue Cross Blue Shield Company (Highmark) has a very large PPO network of about 94% provider participation. It is always a good idea to ask your provider if they are in-network. Because the Conference participates in a high-deductible plan, the Conference plan is also referred to as a Consumer Driven Health Plan (CDHP). More on this in later questions.

What if my provider is not in network?

You can use an out-of-network provider but, after you have met your deductible, Highmark will only pay 70% of the cost versus paying 90% for an in-network provider.

What is my deductible?

If you have single coverage, your deductible is \$1600; for more than one person covered, the deductible is \$4800.

When will Highmark begin to pay my claims?

Highmark will pay 90% of your in-network claims after you have met your deductible. Initially, you pay 100% of your claims until the deductible has been met before Highmark pays anything on a claim. Then you pay 10% of your claims until you reach your cap (\$1000 for single; \$2000 for more than 1 covered).

How can I pay for this high deductible?

The Conference will contribute to a Health Savings Account (HSA) or a Health Reimbursement Account (HRA) \$400 annually if you have individual coverage and \$2000 if you have more than one person covered. (Funds are prorated if you enroll during the year). You can prefund additional monies. You manage the HSA or HRA funds.

How much can be contributed to my HSA each year?

Each year your maximum annual HSA contribution is based on the statutory limit for your type of coverage. For 2016, if you have self-only CDHP coverage, your maximum contribution can be up to \$3,350; \$6,750 if family CDHP and if over age 55, there is a \$1000 catch-up contribution (see below). However, your personal pre-tax contribution can only be the difference between the maximum limit and the amount the Conference contributed.

Do my HSA contributions have to be made in equal amounts each month?

No, you can contribute in a lump sum or in any amounts or frequency you wish. However, for ease of your treasurer as well as the Conference billing, it is best to make consistent monthly contributions through the Conference. This amount will be billed on the health/dental billing. Your treasurer will deduct the amount from your pay and send it with the billing. Once received, the Conference office will make a deposit to your account.

Who pays for the health and dental insurance?

The church pays for the health and dental coverage, but the pastor has a monthly contribution toward the cost also. It's based on whether it is single coverage or more than one covered and also on a salary range, with the lowest cost at \$40 a month and the highest at \$188 a month in 2016.

Do my HSA contributions provide any tax benefits?

Your personal contributions offer you an "above-the-line" deduction. An "above-the-line" deduction allows you to reduce your taxable income by the amount you contribute to your HSA. You do not have to itemize your deductions to benefit.

If my employer contributes to my HSA, is it a taxable item?

No, If your employer makes a contribution to your HSA, the contribution is not taxable to you, the employee.

Can I claim both the "above-the-line" deduction for an HSA and the itemized deduction for medical expenses?

You may be able to claim the medical expense deduction even if you contribute to an HSA. However, you cannot include any contribution to the HSA or any distribution from the HSA, including distributions taken for non-medical expenses, in the calculation for claiming the itemized deduction for medical expenses.

I turned 55 this year. Can I make the full "catch-up" contribution?

If you had CDHP coverage for the full year, you can make the full catch-up contribution of \$1000 regardless of when

your 55th birthday falls during the year. If you did not have CDHP coverage for the full year, you must pro-rate your “catch-up” contribution for the number of full months you were “eligible”.

How do I enroll in the Conference Health plan and acquire an HSA or HRA or FSA account?

Download from the Conference website (www.pen-del.org) under “Forms” both the current “Health Care Election Sheet” and the “Highmark Application”. Complete both and submit to the Conference Business Office. Once enrolled, you will receive information from Highmark and a pre-loaded HSA or HRA debit card to use for prescriptions and providers. The FSA cards will come from Health Hub or Payflex.

How do I know when I have met my deductible and coinsurance?

Once you receive your information from Highmark, you should immediately register at www.highmarkbcbsde.com. That site will allow you to see how much deductible you have met, pay your provider claims using your debit card, order new cards, view the claims that were submitted, access your debit card details, find a doctor, etc.

What happens to the HSA or the HRA funds not used at the end of the year?

Each year, your unused funds roll over into the new year. Rollover funds from your HRA account are not available to use until after April 1 of the new year.

What happens to the funds in my HSA or my HRA account if I retire or I go to an extension ministry or I leave the Conference?

The HSA funds are your funds and go with you. You will receive a packet entitled “HSA For Life” from Highmark. At the point you retire and are age 65 or you leave, you are in “HSA For Life” and will deal directly with Bank of America. When you retire and are age 65, your unused HRA funds return to the Conference.

Can I contribute to my HRA account?

No, but you can contribute pre-tax to a Flexible Spending Account (FSA). Enroll in the FSA by completing the current Health Care Election Sheet located on the www.pen-del.org website. Unused FSA funds return to the Conference at the end of the year. Those funds do not rollover so please do not contribute more than you know you will use.

Is there coverage available after I retire?

Currently the Conference provides a Medicare supplement called Medicfill for retirees age 65 and over depending upon the number of years served. Currently retirees under age 65 continue in the CDHP. The Conference makes no guarantee that it will continue to provide retiree coverage.

Does the Conference provide vision coverage?

No, however the PPO health plan allows for routine eye exams (see Health Care booklet for schedule). You must use an in-network provider for that routine visit. If you have a medical problem with your eyes, it is covered as any other medical claim is covered.

Does the Conference provide dental insurance?

Yes, go to “Conference Benefits” and click “Dental” for more information.

For more information concerning the Conference Health plan, view the appropriate Highmark booklet.