



SALARIED MEDICAL PLAN COMPARISON

Plan Year January 1, 2025 – December 31, 2025

	Premium		Preferred		Economy		High Deductible Health Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible								
Individual	\$0	\$500	\$500	\$700	\$700	\$1,300	\$3,200	\$6,400
Family	\$0	\$1,000	\$1,000	\$1,400	\$1,400	\$2,600	\$6,400	\$12,800
Employee Co-Insurance (% you pay, remaining paid by insurance company)	0%	Deductible, then 20%	Deductible, then 20%	Deductible, then 30%	Deductible, then 30%	Deductible, then 40%	Deductible, then 10%	Deductible, then 30%
Annual Out-of-Pocket Max								
Individual	\$0	\$2,300	\$2,300	\$3,300	\$3,300	\$5,400	\$6,400	\$12,800
Family (Includes deductible)	\$0	\$4,600	\$4,600	\$6,600	\$6,600	\$10,800	\$12,800	\$25,600
Office Visit								
Primary Care	\$30	Deductible, 20/80	\$20	Deductible, 30/70	Deductible, 30/70	Deductible, 40/60	Deductible, 10/90	Deductible, 30/70
Specialist Visit	\$40	Deductible, 20/80	\$30	Deductible, 30/70	Deductible, 30/70	Deductible, 40/60	Deductible, 10/90	Deductible, 30/70
Preventative Exams Child & Adult (Annual &/or Wellness Exams)	\$30 Primary \$40 Specialist	Deductible, 20/80	\$20 Primary \$30 Specialist	Deductible, 30/70	Deductible, 30/70	Deductible, 40/60	Plan pays 100% No deductible applies	Plan pays 100% No deductible applies
Surgery / Hospital								
In-Patient ¹	\$0	Deductible, 20/80	Deductible, 20/80	Deductible, 20/80	Deductible, 30/70	Deductible, 20/80	Deductible, 10/90	Deductible, 30/70
Out-Patient ²	\$0	Deductible, 20/80	\$0	Deductible, 20/80	\$0	\$0	Deductible, 10/90	Deductible, 30/70
Emergency Room (co-pay waived if admitted from ER)	\$150 co-pay per visit Then plan pays 100%	\$150 co-pay per visit Then plan pays 100%	\$150 co-pay per visit, Deductible, 20/80	\$150 co-pay per visit, Deductible, 20/80	\$150 co-pay per visit, Deductible, 30/70	\$150 co-pay per visit, Deductible, 30/70	Deductible, 10/90	Deductible, 30/70
Urgent Care	\$40 per visit, No deductible applies	\$40 per visit, No deductible applies	\$30 per visit, No deductible applies	\$30 per visit, No deductible applies	Deductible, 30/70	Deductible, 30/70	Deductible, 10/90	Deductible, 30/70
Prescription Drugs³ (Retail or Mail Order)								
30 Day Generic	Max. \$20	Not Covered	Max. \$20	Not Covered	Max. \$20	Not Covered	Deductible, 10/90	Deductible, 30/70
30 Day Name Brand	\$25	Not Covered	\$25	Not Covered	\$25	Not Covered	Deductible, 10/90	Deductible, 30/70
90 Day Generic	Max. \$40	Not Covered	Max. \$40	Not Covered	Max. \$40	Not Covered	Deductible, 10/90	Deductible, 30/70
90 Day Name Brand	\$50	Not Covered	\$50	Not Covered	\$50	Not Covered	Deductible, 10/90	Deductible, 30/70
Bi-Weekly Premiums							HSA Contribution⁴	
Employee Only	\$151.89		\$57.93		\$11.50		\$67.14 + \$1,000 ER contribution	
Employee + Spouse	\$313.54		\$130.35		\$39.81		\$130.92 + \$2,000 ER contribution	
Employee + Child(ren)	\$287.80		\$119.66		\$36.52		\$120.18 + \$2,000 ER contribution	
Family (EE + Sp + Ch)	\$440.60		\$183.15		\$55.96		\$183.97 + \$2,000 ER contribution	

This summary was prepared to show the member's copay, member's portion of the co-insurance and deductibles. This is for illustrative purposes only and does not cover all the terms and conditions of the plan. In the event of any discrepancies, the Plan document will prevail. See SPD for clarification.

¹ A Pre-Certification must be obtained prior to all Inpatient admissions, except in the case of an emergency admission. In the event of an emergency inpatient admission, the provider must notify Cigna Healthcare, Inc. within 48 hours of confinement. **Failure to obtain required pre-certification could result in a benefit payment reduction or denial.**

² A Pre-Certification must be obtained prior to selected outpatient procedures and diagnostic testing. **Failure to obtain required pre-certification could result in a benefit payment reduction or denial.**

³ Prescription Coverage is Administered by Express Scripts

⁴ HSA Contribution: Initial Employer Deposit, \$1,000 for Individual, \$2,000 for Family (EE + SP/Children/Family).