

2025 Post-Medicare Medical Plan At-a-Glance

Benefits	University of Idaho Post-Medicare Retiree Medical Plans	
	Retiree PPO Plan	Retiree HDHP
Annual Deductible for Medical Services and Supplies (you pay)		
Annual Deductible (you pay)	\$700 per individual	\$1,900 per individual
Preventive Care & Wellness Services (plan pays)	You pay nothing for eligible, in-network care; plan pays 100% of the maximum allowable	You pay nothing for eligible, in-network care; plan pays 100% of the maximum allowable
<p>Preventive Care & Wellness Services as required under ACA include, but are not limited to: Annual adult physical examinations; Bone density; Chemistry panels; Cholesterol screening; Colorectal cancer screening (colorectal cancer screening, fecal occult blood test); Complete Blood Count (CBC); Diabetes screening; Pap test; PSA test; Rubella screening; Screening EKG; Screening mammogram; Thyroid Stimulating Hormone (TSH); Transmittable diseases screening (Chlamydia, Gonorrhea, Human Immunodeficiency Virus (HIV), Human papillomavirus (HPV), Syphilis, Tuberculosis (TB)); Hepatitis B virus screening; Sexually transmitted infections assessment; HIV assessment; Screening and assessment for interpersonal and domestic violence; Urinalysis (UA); Aortic aneurysm ultrasound; Alcohol misuse assessment; Breast cancer (BRCA) risk assessment and genetic counseling and testing for high-risk family history of breast or ovarian cancer; Newborn metabolic screening (PKU, Thyroxine, Sickle Cell); Health risk assessment for depression and/or self-harm; anxiety screening; Newborn hearing test; Lipid disorder screening; Tobacco cessation counseling visit; Dietary counseling; urinary incontinence screening, Behavioral counseling for participants who are overweight or obese; Preventive lead screening; Lung cancer screening for participants age 50 and older; Hepatitis C virus infection screening; healthy diet and physical activity behavioral counseling (cardiovascular disease risk factors).</p> <p>Women’s Preventive Care Services - Well Woman visits (for recommended age-appropriate preventive services); breastfeeding support, supplies and counseling.</p> <p>Well-Baby Care and Well-Child Care - Routine or scheduled well-baby and well-child examinations, including vision, hearing and developmental screenings.</p> <p>Maternity Benefits Gestational diabetes screening for pregnant women; Iron deficiency screening for pregnant women; Rh (D) incompatibility screening for pregnant women; Urine culture for pregnant women; and behavioral counseling to promote healthy weight gain and prevent excess weight during pregnancy.</p> <p>Immunizations Acellular Pertussis, Diphtheria, Hemophilus Influenza B, Hepatitis B, Influenza, Measles, Mumps, Pneumococcal (pneumonia), Poliomyelitis (polio), respiratory syncytial virus (RSV), Rotavirus, Rubella, Tetanus, Varicella (Chicken Pox), Hepatitis A, Meningococcal, Human Papillomavirus (HPV), Zoster, COVID-19, and Dengue. All Immunizations are limited to the extent recommended by the Advisory Committee on Immunization Practices (ACIP) and may be adjusted accordingly to coincide with federal government changes, updates, and revisions.</p>		
Annual Medical Cost-Share Maximum (Once the deductible is satisfied, cost sharing is paid until the cost-share maximum is satisfied, then the plan pays for 100% of covered services.)		
Cost-Share Maximum	\$2,850 per individual	\$3,100 per individual
Lifetime Benefit Maximum	Unlimited	

2025 Post-Medicare Medical Plan At-a-Glance

Benefits	University of Idaho Post-Medicare Retiree Medical Plans	
	Retiree PPO Plan	Retiree HDHP
Ambulance Transportation Services (Ground or Air) (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Mental Health and Substance Use Disorder Services		
Inpatient Services (you pay)	20% of the maximum allowance, after the annual deductible, and \$100 per day copayment up to three (3) days per year per person	30% of the maximum allowance, after the annual deductible
Outpatient Psychotherapy Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Facility & Other Professional Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Blood Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Colonoscopy & Sigmoidoscopy Preventive Screening (Plan pays)	You pay nothing; plan pays 100% of the maximum allowance. No coverage for out-of-network services	You pay nothing; plan pays 100% of the maximum allowance. No coverage for out-of-network services
Bariatric Surgery (Pre-Authorization Required) (you pay)	Separate \$1,500 deductible, then 20% of the maximum allowance after the separate Bariatric deductible. (Covered at a Blue Cross of Idaho Centers of Excellence Provider Only)	Separate \$1,500 deductible, then 30% of the maximum allowance after the separate Bariatric deductible. (Covered at a Blue Cross of Idaho Centers of Excellence Provider Only)
Diagnostic Services related to Bariatric Surgery (you pay)	20% of the maximum allowance after the separate Bariatric deductible (Covered at a Blue Cross of Idaho Centers of Excellence Provider Only)	30% of the maximum allowance after the separate Bariatric deductible. (Covered at a Blue Cross of Idaho Centers of Excellence Provider Only)
Contraceptive Services Birth Control Pills	See Prescription Drug Benefits for more information	Not covered
Contraceptive Services Diaphragms & IUD Depo Provera Injections (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Dental Services related to Accidental Injury (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible

2025 Post-Medicare Medical Plan At-a-Glance

Benefits	University of Idaho Post-Medicare Retiree Medical Plans	
	Retiree PPO Plan	Retiree HDHP
Diabetes Self-Management Education (you pay) <i>Limited to \$500 per benefit period</i>	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Diagnostic Services (you pay) <i>Excluding eligible wellness & preventive care services)</i>	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Durable Medical Equipment, Prosthetics & Orthotics (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Emergency Room Co-pay (you pay)	\$100 per visit	30% of the maximum allowance, after the annual deductible
Emergency Services (you pay) You may be balance-billed for out-of-network emergency services.	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Hearing Examination <i>Limited to one (1) routine exam per participant per benefit period</i>	Plan pays 100% of the maximum allowance, after the annual deductible. No coverage for out-of-network services	Plan pays 100% of the maximum allowance, after the annual deductible. No coverage for out-of-network services
Hearing Aid Appliances and Fitting Exams (you pay) <i>Limited to \$800 per participant per lifetime; lifetime limit does not apply to Eligible Dependent Children</i>	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Home Health Skilled Nursing Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Hospice Services (you pay)	20% of the maximum allowance, after the annual deductible <i>(only from a contracted Hospice)</i>	30% of the maximum allowance, after the annual deductible

2025 Post-Medicare Medical Plan At-a-Glance

Benefits	University of Idaho Post-Medicare Retiree Medical Plans	
	Retiree PPO Plan	Retiree HDHP
Hospital Services (you pay) <ul style="list-style-type: none"> • Inpatient • Outpatient • Special Services 	20% of the maximum allowance, after the annual deductible and 100 per day copayment for up to three (3) days per year per person for inpatient services	30% of the maximum allowance, after the annual deductible
Implantables (for purpose of contraception) <i>Limited to once every five years</i>	Plan pays 100% of the maximum allowance, after \$100 copayment	30% of the maximum allowance, after the annual deductible
Injections (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Injections – Allergy (you pay)	\$5 copayment per visit, not subject to annual deductible for allergy shots	30% of the maximum allowance, after the annual deductible
Rehabilitation or Habilitation Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Mammogram Services Preventive Screening (plan pays)	You pay nothing; plan pays 100% of the maximum allowance for in-network services; No coverage for out-of-network services	You pay nothing; plan pays 100% of the maximum allowance for in-network services; No coverage for out-of-network services
Mammogram Services Diagnostic Service (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Maternity Services - Physician (you pay)	\$250 copayment, then plan pays 100% of the maximum allowance, not subject to deductible or cost-share	30% of the maximum allowance, after the annual deductible
Maternity Services – Hospital/Facility (you pay)	20% of the maximum allowance, after the annual deductible and \$100 per day copayment up to three (3) days per year per person	30% of the maximum allowance, after the annual deductible
Medical Services (you pay) <ul style="list-style-type: none"> • Inpatient • Outpatient 	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Outpatient Cardiac Rehabilitation Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Outpatient Pulmonary Rehabilitation Services (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible

2025 Post-Medicare Medical Plan At-a-Glance

Benefits	University of Idaho Post-Medicare Retiree Medical Plans	
	Retiree PPO Plan	Retiree HDHP
Outpatient Habilitation Therapy Services <ul style="list-style-type: none"> • Occupational Therapy • Physical Therapy • Respiratory Therapy • Speech Therapy 	Plan pays 100% of the maximum allowance, after \$25 copayment, not subject to the annual deductible	You pay 30% of the maximum allowance, after the annual deductible
Outpatient Rehabilitation Therapy Services <ul style="list-style-type: none"> • Occupational Therapy • Physical Therapy • Respiratory Therapy • Speech Therapy 	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Palliative Care Services	Plan pays 20% of the maximum allowance after the annual deductible	Plan pays 30% of the maximum allowance after the annual deductible
Post-Mastectomy and/or Lumpectomy Reconstructive Surgery (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Prescription Drug Services <u>Tier 1 participants only</u>	SilverScript manages prescription drug benefits; please see the <i>Prescription Drug Benefits</i> section of the Summary Plan Description (SPD) for more information	Not covered
Selected Therapy (you pay)	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible
Skilled Nursing Facility (you pay) <i>Limited to 30 inpatient days per benefit period</i>	20% of the maximum allowance, after the annual deductible, and \$100 per day co-payment up to 3 days per benefit period	30% of the maximum allowance, after the annual deductible
Tobacco Cessation Counseling Services	Approved counseling services are covered at 100%	
Tobacco Cessation Medications	Most generic prescription medications are covered at 100%	
Temporomandibular Joint (TMJ) Syndrome Services (you pay) <i>Up to lifetime benefit of \$2,000 (in- and out-of-network) per participant</i>	50% of the maximum allowance, after the annual deductible	50% of the maximum allowance, after the annual deductible

2025 Post-Medicare Medical Plan At-a-Glance

Benefits	University of Idaho Post-Medicare Retiree Medical Plans	
	Retiree PPO Plan	Retiree HDHP
Transplant Services (you pay) <i>Limited to a lifetime benefit of \$5000 for related living expenses</i>	20% of the maximum allowance, after the annual deductible	30% of the maximum allowance, after the annual deductible

Please refer to the Retiree Summary of Plan Description (SPD) for a detailed summary of all Retiree health benefits. The Retiree SPD is available on the benefits webpage.

2025 Post-Medicare Medical Plan At-a-Glance

Coordinating Benefits with Other Coverages

If you or your eligible dependents are covered by more than one medical plan, reimbursements are coordinated between plans, so benefits are not duplicated.

How the Plans Coordinate Coverage

Your medical benefits plan has maintenance of benefits (MOB) provision. This provision coordinates benefit payments from all medical plans that cover you and your eligible dependents, so that plan benefits are maintained at the level set by this plan after payments from all sources of coverage have been considered.

When you have a claim for expenses covered by two or more plans, one plan pays benefits first. This is known as the primary plan. The other plan(s), called the secondary plan(s), then determines how much of the covered services, if any, are to be paid from the secondary plan(s). The Order of Benefit Determination rules on the next page govern which plan will be considered primary and pay first, and which plan(s) will be considered secondary.

A “plan” is any of the following that provides benefits or services for medical or dental care or treatment:

- Group and non-group insurance contracts,
- Health maintenance organization (HMO) contracts and subscriber contracts,
- Closed panel plans or other forms of group or group-type coverage (whether insured or uninsured),
- Medical care components of long-term care contracts, such as skilled nursing care,
- Medical benefits coverage in automobile “no fault” and traditional automobile “fault” type contracts.
- Medicare or any other governmental plan, as permitted by law,
- Separate parts of a plan for members of a group that are provided through alternative contracts that are intended to be part of a coordinated package of benefits are considered one plan and there is no MOB among the separate parts of the plan.

If separate plans are used to provide coordinated coverage for a group member, the separate plans are considered parts of the same plan, and there is no MOB among those separate plans.

A plan does not include:

- Hospital indemnity coverage or other fixed indemnity coverage,
- Accident-only coverage,
- Specified disease or specified accident coverage,
- Limited benefit health coverage, as defined by state law,
- School accident-type coverage,
- Benefits provided in long-term policies services,

2025 Post-Medicare Medical Plan At-a-Glance

- Medicare supplement policies, or
- Medicare, state plans under Medicaid or any other federal governmental plan, unless permitted by law.

When this medical benefits plan is primary, it pays or provides its benefits according to this plan's terms of coverage and without regard to the benefits of any other plan.

When this medical benefits plan is secondary, it pays the amount necessary to ensure that the total combined amount you receive from this medical benefits plan and the primary plan is no greater than the amount you would have received under this medical benefits plan alone.

Example of Secondary Plan Payment

Under the Order of Benefit Determination Rules, if your enrolled spouse also has medical coverage through his or her employer, your spouse's employer's plan will be the primary payer. The University's benefit plan will be the secondary payer. This means the University's benefit plan will pay up to the amount allowed under this plan's coverage *less* the amount the primary plan already has paid.

For example, let's say that the University's benefit plan provides 80 percent coverage, your spouse's plan covers 50 percent, and your spouse has a covered, payable expense of \$100. Your spouse's primary plan will pay 50 percent of the charge (\$50), and the University's benefit plan will then pay 80 percent of the charge *less* \$50 (in this case, \$30) toward the remaining eligible expense.

However, if your spouse's plan pays 80 percent and the University's benefit plan also allows 80 percent, no payment will be made by the University's benefit plan; this is because the maximum benefit of 80 percent has already been paid for the service.

Coordination of Benefits with Medicare

When you or your dependent reaches age 65 or becomes disabled, you or your dependent (as applicable) may be eligible for Medicare benefits. Medicare generally provides coverage for people aged 65 or older, as well as for people entitled to Social Security disability benefits and those with end-stage renal disease. Once you become eligible for Medicare, Medicare will become your primary medical coverage and your university retiree medical coverage will become your secondary coverage (note that there is a limited exception in the case of end-stage renal disease).

Once you become eligible for Medicare, you should enroll in Medicare Parts A and B to remain eligible for the University of Idaho retiree health plan. That is because the Retiree Medical Plan integrates with Medicare on a maintenance of benefits basis as if you were enrolled in both Parts – even if you are not. If you do not enroll in Medicare Parts A and B, you may not receive the benefits you are entitled to and, therefore, may end up paying more for your medical care. In addition, you may be subject to late enrollment penalties if you don't enroll in Medicare when first eligible.

2025 Post-Medicare Medical Plan At-a-Glance

You should apply for Medicare two to three months before reaching age 65. Contact your local Social Security office before you reach age 65 for more information about Medicare and your eligibility.

Coordination of this Plan's Benefits with Other Benefits

The following Order of Benefit Determination Rules governs the order in which each plan will pay a claim for benefits.

- A plan that covers a patient as an active employee or a primary beneficiary is primary over a plan that covers the patient as a dependent.
- When both parents have medical coverage for their child(ren), the plan of the parent whose birthday comes earlier in the year is the primary plan. If the parents are divorced or legally separated, special rules apply:
- The plan of the natural parent with custody of a dependent child is primary. If the parent in custody remarries, the plan of the stepparent with custody pays second, the plan of the parent without custody pays third and the plan of the stepparent without custody pays last.
- However, if a court decree places financial responsibility for the dependent child's medical care on one parent, that parent's plan always pays first, regardless of who has custody of the child. The plan of the parent with custody pays second, the plan of the stepparent with custody pays third and the plan of the stepparent without custody pays last.
- A plan that covers the person as an active employee (that is, an employee who is neither laid off nor retired) or as a dependent of an active employee is the primary plan. A plan covering that same person as a retired or laid-off employee or as a dependent of a retired or laid-off employee is the secondary plan.
- If a person whose coverage is provided pursuant to COBRA or under a right of continuation pursuant to state or other federal law is covered under another plan, the plan covering the person as an employee, member, subscriber or retiree or covering the person as a dependent of such a person is the primary plan, and the plan covering that same person pursuant to COBRA or other continuation law is the secondary plan.
- If the preceding rules do not determine the order of benefits, the plan that covered the person for the longer period of time is the primary plan, and the plan that covered the person for the shorter period of time is the secondary plan.

You may be asked, on an annual basis, to provide or confirm information about other plans under which you or your dependents are covered.