

# Consumer-Driven Health Plans



## Promoting Health. **Lowering Costs.**

If you're like most employers, you want it all—high-quality, affordable health benefits that are simple and easy for you and your employees. With fully integrated consumer-driven health (CDH) plans from Blue Cross & Blue Shield of Rhode Island (BCBSRI), that's exactly what you get. We offer a full range of CDH solutions that, when paired with a tax-advantaged financial account, will empower your employees to be better healthcare consumers—lowering costs for everyone.

Whether your employees have a health reimbursement arrangement (HRA), health savings account (HSA), or flexible spending account (FSA), they'll have easy access to their account through their [bcbsri.com](https://bcbsri.com) member home page. With BCBSRI's fully integrated health plans, all the information they need to manage their health benefits and financial accounts will be at their fingertips.

## Empower Your Employees with an **HSA**

A health savings account (HSA), which can be paired with any **BlueSolutions health plan**, is a financial account that allows your employees to save pre-tax dollars for qualified medical expenses. BCBSRI takes care of the account setup and your employees can access their HSA through their [bcbsri.com](https://bcbsri.com) member home page to pay their medical bills, view claims, and much more.

### How an HSA is **Good for You**

- **Easy administration.** HSA enrollment is automatic. Once you make the choice to offer this option to your employees, we take care of the rest.
- **Cost savings.** Our HSA-qualified plans offer our lowest premiums.
- **Tax savings.** Both employer and employee HSA contributions can reduce your taxes.
- **More engaged employees.** Higher deductibles promote smarter healthcare choices and increase employee awareness of true healthcare costs.
- **Added Value of Benefits.** By offering an HSA you will help your employees better afford healthcare expenses, now and even into retirement.

### How an HSA is **Good for Your Employees**

- **More spending power.** Since they're using pre-tax dollars for qualified medical, dental, and vision expenses, it's like a built-in discount.
- **Tax savings.** Money that goes into their HSA pre-tax can lower their income tax at the end of the year.
- **Convenience.** Managing their HSA, including paying bills, viewing transaction activity, and scheduling contributions, can all be done through [bcbsri.com](https://bcbsri.com).
- **More ways to pay.** They can use their debit card or checks that are linked to the HSA to pay medical bills.
- **Flexibility and security.** HSA funds roll over from one year to the next, and the balance earns interest.

## Enhance Your Benefits with an **HRA**

An HRA provides a flexible way for you to offset your employees' out-of-pocket costs without giving up control of those funds. Once you set up this financial account, the HRA will automatically pay for your employees' qualified expenses, like deductibles, copays, and coinsurance based on your preferred HRA plan design.

### How an HRA is **Good for You**

- **Tax savings.** Account funds used to pay for qualified expenses can be deducted from your taxes.
- **Flexibility.** You have control over unused money at the end of the year. You can allow employees to carry over the entire leftover amount, a portion, or reset the balance to zero each year.
- **Streamlined administration.** You can access your HRA through a dedicated employer portal on [bcsri.com](http://bcsri.com), making it convenient to manage.

### How an HRA is **Good for Your Employees**

- **Linked HRA and claims.** Employees simply show their ID card at their doctor's office, and whatever they owe gets deducted from their HRA once the doctor files a claim.
- **Easy reimbursement.** Employees are reimbursed for eligible expenses, and no longer need to save and submit receipts.
- **Convenience.** With their HRA debit card, employees can pay for eligible expenses at pharmacies and their doctor's office.

## Offer Flexibility and Convenience with an **FSA**

All BCBSRI health plans can be conveniently paired with an FSA, which is a valuable financial tool your employees can use to manage their healthcare and other costs. With an FSA, your employees can set aside tax-free dollars that they can use to pay for a range of expenses, depending on the FSA chosen:

- **Medical/Dental FSA:** Can be paired with any of our **VantageBlue health plans** and used for medical and dental expenses that are not paid by the health plan, like copayments, deductibles, and coinsurance.
- **Dependent Care FSA:** Helps employees pay day-care expenses for both children and dependent adults.
- **Parking/Transportation FSA:** Offers a way to save pre-tax dollars for commuting-related expenses, like monthly parking fees and commuter passes.

### How an FSA is **Good for You**

- **Lower taxes.** When employees contribute to their FSA, they not only reduce their taxable income, they lower your payroll taxes.
- **Improved employee satisfaction.** Offering an FSA helps you round out your benefits package, which helps you attract and retain your employees.
- **Easy implementation.** An FSA can be paired with any BCBSRI health plan, giving you and your employees more flexibility.

### How an FSA is **Good for Your Employees**

- **Tax savings.** Money that goes into their FSA lowers their income, which can lower their taxes at the end of the year.
- **Overall lower out-of-pocket costs.** Since they are using pre-tax dollars to pay for eligible expenses, your employees gain an automatic discount on these products and services.
- **Flexibility and convenience.** The funds in your employees' FSAs can be used for a range of products and services (see above), and they can easily pay bills with their FSA debit card or through their member home page on [bcsri.com](http://bcsri.com).

To learn more about our consumer-driven health plans, and how they can complement your benefit strategy, please talk to your BCBSRI account representative or broker.



[www.bcsri.com](http://www.bcsri.com)

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