

Four things that determine a health plan's total cost

Total cost and adequate benefits are the determining factors when selecting your medical plan — not just the monthly rate or the annual deductible. The right plan will have the proper balance of cost and coverage for your family's needs.

As you begin to review your plan options, you'll want to focus on four things:

1. **Your expected healthcare costs for the upcoming year.**
 - Office visits.
 - Prescription drugs.
 - Upcoming surgeries and/or hospitalizations.
2. **The deductible.** The deductible is the amount you pay out of pocket before your plan's coinsurance kicks in. Lower deductible plans cost more, so one way to reduce your insurance rate is to move to a higher deductible plan.
 - How much would you save on your monthly rate if you moved to a higher deductible plan?
 - Would you be able to set aside those savings to help pay for the higher deductible?
3. **The coinsurance.** The coinsurance is the amount your plan pays for eligible services once you've met your deductible. Generally, this number is 70% or 80% for providers in your PPO network. Once you meet your annual coinsurance maximum, the plan pays 100% for all eligible services.
 - Are you likely to meet or exceed your deductible amount?
 - If you do, how much will your portion of the coinsurance cost you?
4. **The annual cost of coverage.** To determine a plan's annual cost, multiply the monthly rate by 12. This is the cost to *have* the plan, not to use it.

If, after you evaluate their differences, you prefer a PPO plan, you'll need to review the benefits and monthly cost of GuideStone's [PPO plans](#). However, if you would like an HDHP plan with an HSA (Health Savings Account), you'll select the [Health Saver 2800](#).

To make your selection process easier, we have created the worksheet, [Choosing the Right Medical Plan](#), which can guide you through the process of evaluating your different health plan options.

Refer to the *2011 Medical Plan Election* sheet
(in your Re-enrollment Package) to see your 2011 monthly rates for
Medical, Dental, Term Life and Disability. If you haven't received your
Re-enrollment Package in the mail, please give us a call.