Medical Insurance

Blue Cross/Blue Shield (BCBS)

- Annual eligible preventative services provided at NO COST
- International medical benefits available
- "Out-of-network" services covered at a reduced amount (subject to allowable cost)
- Prescription benefit management by CVS/Caremark
- Discount vision benefits with participating Davis Vision companies
- Hearing Aids are covered at one per ear per 36-month period. Cost applies to deductible and coinsurance covers 80% of the remaining allowable charges.
  - Use a BCBS provider audiology specialists.
  - Use the Baylor Speech & Hearing Clinic & contact askHR to process claim.

Enrollment

New faculty/staff enroll within 30 days of hire or decline coverage. Continuing faculty/staff may make enrollment changes during open enrollment period or within 30 days of a qualifying life event. For benefit enrollment and changes, go to SmartBen™.

Plan Options

The University offers two types of medical coverage listed below. Both medical plans are managed by Blue Cross-Blue Shield of Texas. Affordable cost along with excellent coverage enriches your total compensation package.

High Deductible Health Plan + Health Savings Account (HDHP+HSA)

The HDHP + HSA may be advantageous for anyone who has a history of spending less on their out-of-pocket medical expenses. Informed consumerism is key to effectively managing medical expenses.

- Lower premiums (45% lower than PPO premiums!)
- Higher deductibles
- Higher out-of-pocket costs
- ACA preventative care prescriptions covered at 100%
- Specific generic preventative care prescriptions covered at 100%
- Chronic Pain – AIRROSTI services are $30 copay after deductible
- Opportunity to build wealth with a Health Savings Account (savings can be carried forward indefinitely)
- Baylor contributes to your HSA in January of each year
Preferred Provider Organization (PPO)

The PPO may be advantageous for anyone who has a history of spending more on their out-of-pocket medical expenses.

- Higher premiums
- Lower deductibles (Co-pays vary by service)
- Potential for lower out-of-pocket costs
- ACA preventative care prescriptions covered at 100%
- Chronic Pain – AIRROSTI services are $30 copay
- Opportunity to use a Flexible Spending Account (savings cannot be carried forward - use it or lose it!)

Resources - Medical Insurance

- **BCBS Member Website** – Tools to review claim status, explain benefits paid, estimate costs, offer extensive health risk assessments, and more to help manage your health
- **Locate a BCBS Provider**
- BCBS Member Services: 1.800.521.2227
- **List of Preventive Health Services**
- **Medical Claim Form**
- **CVS/Caremark – Prescription Provider Website**
- **Davis Vision – Discount Vision Provider Website**
- **HIPP Medicaid** - If a member of your family is eligible for Medicaid, you may be eligible for a reimbursement of your medical premium.
- **Medicare Guide for full-time actively employed** - Learn about some important decisions you'll need to make about your health care in the months before you turn age 65.
- **HDHP Video** – Note: This video mentions CDHP instead of HDHP. Both a CDHP and HDHP are acronyms for a high deductible health plan.
- **PPO Video**