

Benefit Terminology

Here are some terms you'll need to know to better understand your coverage.

COBRA: The Consolidated Omnibus Budget Reconciliation Act allows you and/or covered dependents to extend health, dental and/or vision coverage beyond the date on which eligibility would normally end. You pay the full premium plus a 2% administrative fee for this extended coverage. This is not available through the Grad plan, although some extension of coverage is allowed.

Coinsurance or cost sharing: How the cost of a health or dental expense is shared between you and the plan after you pay your deductible. For example, the A&M Care 350 plan's share of most expenses is 80% and your share (coinsurance amount) is 20%.

Copayment: A set dollar amount you pay toward an expense, such as an office visit or prescription drug. The remaining cost is covered by the plan.

Deductible: The amount of money you must pay toward health, prescription drug or dental expenses for each family member each year before health, drug or dental benefits are payable. After you have paid your deductible, future expenses are covered at the coinsurance or copayment amount. Copayments do not count toward the deductible. You can submit claims for reimbursement of deductible amounts through a Health Care Spending Account.

Formulary: A group of brand-name drugs that the plan can obtain for a lower cost than other brand-name drugs. You pay a lower copayment for a formulary drug than for a non-formulary drug. Each plan has its own formulary.

Out-of-pocket maximum: The most you will have to spend each plan year for each covered family member for the annual deductible and your coinsurance. Once you've met the out-of-pocket maximum on yourself or a covered dependent, the plan pays 100% of most remaining expenses for you or the dependent for the rest of that plan year. However, in most cases, you must continue to pay copayments even after you reach the maximum.

PCP/Specialist: Under the A&M Care, Scott & White, Mercy and Graduate Student Health plans, a primary care physician (PCP) is a general or family practitioner, an internal medicine doctor, a pediatrician or an obstetrician/gynecologist.

Reasonable and customary: The lower of the actual charge for the services or supplies, or the usual charge of most other doctors, dentists or other providers of similar training or experience in the same geographic area for the same or similar services or supplies.