

**MESSA In-Network Plan Comparison - Effective 1/1/2025**  
**Anchor Bay Schools - 004A Administration / 004H Paraprofessionals**

	<b>MESSA ABC Plan 2 \$2,000/\$4,000 HSA 0% 5-Tier Rx</b>	<b>MESSA ABC Plan 2 \$2,000/\$4,000 HSA 20% 5-Tier Rx</b>	<b>MESSA Balance+ \$1,650/\$3,300 HSA 20% MESSA Balance+ Rx</b>
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**Employee Monthly Premium Share - 2025 Hard Cap**

Single	<b>\$107.10</b>	<b>\$38.21</b>	<b>\$100.94</b>
2-person	<b>\$343.04</b>	<b>\$188.05</b>	<b>\$329.19</b>
Family	<b>\$346.65</b>	<b>\$153.77</b>	<b>\$329.40</b>

**In-Network Cost Share After Deductible**

Deductible	\$2,000/\$4,000	\$2,000/\$4,000	\$1,650/\$3,300
Coinsurance	0%	20%	20%
Teladoc 24/7 care for minor illnesses, injuries and mental health	0%	20%	\$10
Teladoc Health virtual primary care	0%	20%	\$25
Office visit	0%	20%	\$25
Specialist visit	0%	20%	\$50
Urgent care	0%	20%	\$50
Emergency room	0%	20%	\$200
Total out-of-pocket maximum	\$4,000/\$8,000	\$5,000/\$8,300	\$4,050/\$8,100

**Certain Benefit Differences (cost share is applied after deductible is met)**

Chiropractic manipulations	38 visits per calendar year, including therapeutic massage; 100% after ded.	38 visits per calendar year, including therapeutic massage; 80% after ded.	12 visits combined per calendar year; \$25 copay applies
Osteopathic manipulations	38 visits per calendar year; 100% after ded.	38 visits per calendar year; 80% after ded.	
Outpatient physical, occupational and speech therapy	60 visits combined per calendar year; 100% after ded.	60 visits combined per calendar year; 80% after ded.	30 visits combined per calendar year, including therapeutic massage by an approved provider (excludes massage therapist); 80% after ded.
Bariatric surgery	100% after ded.	80% after ded.	Not covered
Acupuncture	100% after ded.	80% after ded.	Not covered
Hearing aids	100% up to a max. benefit after ded.	80% up to a max. benefit after ded.	Not covered

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<b>Employee Monthly Premium Share - 2025 Hard Cap</b>			
Single	\$107.10	\$38.21	\$100.94
2-person	\$343.04	\$188.05	\$329.19
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<b>Prescription Drugs</b>	<b>5-Tier Rx (after deductible)</b>	<b>5-Tier Rx (after deductible)</b>	<b>MESSA Balance+ Rx (after deductible)</b>
<b>Up to a 34-day supply</b>			
Generic	Free or \$10	Free or \$10	Free or \$10
Preferred brand	\$40	\$40	\$40
Nonpreferred brand	\$80	\$80	\$80
Preferred specialty (generic specialty and brand specialty)	20% coinsurance (\$0 min - \$150 max)	20% coinsurance (\$0 min - \$150 max)	20% coinsurance (\$0 min - \$150 max)
Nonpreferred specialty	20% coinsurance (\$0 min - \$300 max)	20% coinsurance (\$0 min - \$300 max)	20% coinsurance (\$0 min - \$300 max)
<b>90-day supply</b>			
Generic, Preferred brand, Nonpreferred brand	3x 1-month supply; Retail or mail order	3x 1-month supply; Retail or mail order	3x 1-month supply; Retail or mail order
<b>Additional Information</b>			
Free preventive drug list(s)	ACA Free Preventive list and MESSA Expanded Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and MESSA Expanded Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and MESSA Expanded Free Preventive list. These are FREE before deductible.
Supplemental Plans	Not included	Not included	Included: MESSA's Accident, Critical Illness and Hospital Indemnity plans

ACA = Affordable Care Act

~ Essentials by MESSA Rx, Balance+ Rx, and 5-Tier Rx plans have several drugs and drug categories that are excluded from coverage, including, but not limited to brand-name drugs that have generic equivalents, erectile dysfunction drugs, brand-name weight loss and prenatal vitamins, and drugs that treat coughs and colds, including most antihistamines.

~ The out-of-pocket maximum (OOPM) for Essentials by MESSA, is subject to change each Jan. 1 according to the maximum limit allowed by the Affordable Care Act.

~ The MESSA ABC Plan 1 and Balance+ deductible is subject to change each Jan. 1 to remain HSA-compatible, per IRS rules; out-of-pocket maximums may change based on deductible amounts.

If you have any questions, please contact your MESSA Field Representative, Heather Scott, at 800-292-4910.

This comparison is provided for informational purposes only and MESSA assumes no responsibility or liability for any errors or omissions in the content. Refer to MESSA.org and the plan booklets for additional information.