

2025 HEALTH INSURANCE PLAN COMPARISON SCENARIOS

You have several health insurance coverage options offered by the State of Michigan, which include the State Health Plan (SHP) PPO, two HMOs and the State High Deductible Health Plan (HDHP) with Health Savings Account (HSA) so you can choose what's best for your personal situation. As you think through your decision, be sure to consider your total costs — both the upfront premiums you pay to have coverage and what you spend out of pocket as you receive care. A good place to start is to review a few real-life scenarios. They cover a variety of family and health care situations. While these scenarios may not exactly match your situation, they provide a general idea of how total employee costs compare for different levels of health care needs under different health insurance plan options available.

Meet Amy.

Amy is single and only needs health insurance coverage for herself. She is healthy overall and has low health care needs.

Total Costs

Amy will pay **\$2,294** per year in total costs if she enrolls in the SHP PPO, **\$789** if she chooses the State HDHP w/ HSA, or between **\$2,988 - \$3,984*** (depending on the HMO carrier) if she decides on HMO coverage.

You might relate to Amy if:

- You are in **good health**
- You need **coverage only for yourself**
- You use **minimal medical care services** during the year
- You need **only a couple of prescriptions**

Health Care Services

Under all the plan options, Amy will have no costs for her one preventive annual physical visit. In addition, she will visit her Primary Care Physician (PCP) once and receive laboratory services which will generate \$600 in non-preventive medical costs. She will also fill two generic prescriptions.



See how it all adds up...

	Amy's annual premium from paycheck	Amy's out-of-pocket expenses					HSA dollars from State of Michigan to offset costs	=	Amy's total annual costs		
		Deductible	Copays	Coinsurance							
PPO	\$1,834	+	\$400	+	\$40	+	\$20	—	N/A	=	\$2,294
HDHP	\$819	+	\$700	+	\$70	+	\$0	—	\$800	=	\$789
HMO	\$2,823 - \$3,819	+	\$125	+	\$40	+	N/A	—	N/A	=	\$2,988 - \$3,984

The State HDHP w/ HSA is the most cost-effective plan for Amy. She saves **\$1,505** compared to the PPO and **\$2,199 - \$3,195*** (depending on the carrier) compared to the HMOs.

* HMO premiums vary by plan carrier; the amounts shown represents the range between the lowest and highest cost HMOs for 2025

These examples are for illustrative purposes only. They do not relate to any specific plan participants and may not be representative of the costs you would experience under the plan.

Learn about Sadie and her children.

Sadie needs coverage for herself and her two daughters. Early in the year, Sadie’s daughter feels pain in her ear and visits their PCP where she gets referred for a procedure to put tubes in her ears. The procedure goes well and Sadie fills two prescriptions for her daughter afterwards. Throughout the year, Sadie also has 2 non-preventive diagnostic tests.



Total Costs

To cover her family’s total expenses, Sadie will pay **\$4,269** per year in total costs if she enrolls in the SHP PPO, **\$3,005** if she chooses the State HDHP w/ HSA, or between **\$5,291 - \$7,033*** (depending on the HMO carrier) if she decides on HMO coverage.

You might relate to Sadie if:

- You need **coverage for you and your child(ren)**
- Your family members are in **good health, with relatively low health care needs**
- You may need a **few prescriptions** (some generic and some brand name), a **smaller procedure**, some **diagnostic work**, and **few doctor office visits** throughout the year

Health Care Services

Under all the options, Sadie and her family will have no costs for in-network preventive annual physicals, 2 children wellness visits, and immunizations. The family also sees their PCP twice and an ear specialist twice throughout the year. Sadie’s 2 diagnostic tests, and her daughters PCP and specialist visits, along with ear tubes surgery results in \$3,100 in non-preventive medical costs. The family also needed 2 generic prescriptions assumed to be filled at a retail pharmacy.

See how it all adds up...

	Sadie’s annual premium from paycheck	Sadie’s out-of-pocket expenses				HSA dollars from State of Michigan to offset costs	=	Sadie’s total annual costs
		Deductible	Copays	Coinsurance				
PPO	\$3,209	+ \$800	+ \$100	+ \$160	—	N/A	=	\$4,269
HDHP	\$1,435	+ \$3,170	+ \$0	+ \$0	—	\$1,600	=	\$3,005
HMO	\$4,941 - \$6,683	+ \$250	+ \$100	+ N/A	—	N/A	=	\$5,291 - \$7,033

The State HDHP w/ HSA is the most cost-effective plan for Sadie and her family. She saves **\$1,264** compared to the SHP PPO and **\$2,286 - \$4,028*** (depending on the carrier) compared to the HMOs.

* HMO premiums vary by plan carrier; the amounts shown represents the range between the lowest and highest cost HMOs for 2025.

These examples are for illustrative purposes only. They do not relate to any specific plan participants and may not be representative of the costs you would experience under the plan.

Learn about Tyler and his daughter.

Tyler enrolls in coverage for himself and his daughter. They go in for their annual check-ups, vaccinations, and other preventive care throughout the year. Tyler then injures his shoulder and sees a specialist. The specialist recommends an MRI, and the results indicate surgery is needed. After the surgery, Tyler is given some prescriptions and undergoes physical therapy.



Total Costs

To cover his family's total expenses, Tyler will pay **\$5,094** per year in total costs if he enrolls in the SHP PPO, **\$5,535** if he chooses the State HDHP w/ HSA, or between **\$5,286- \$7,028*** (depending on the HMO carrier) if he decides on HMO coverage.

You might relate to Tyler if:

- You need **coverage for you and your child(ren)**
- Your family members are in relatively **good health, with average health care needs**
- You may need a **few prescriptions** (some generic and some brand name), a **few doctor office visits, a medical procedure, and several specialist visits** throughout the year

Health Care Services

Under all the options, Tyler and his family will have no costs for in-network preventive annual physicals, child wellness visits, and immunizations. Tyler's 3 specialist visits, 6 physical therapy visits, MRI, and surgery result in \$15,000 in non-preventive medical costs. He also needed 4 generic prescriptions assumed to be filled at a retail pharmacy.

See how it all adds up...

	Tyler's annual premium from paycheck	Tyler's out-of-pocket expenses				HSA dollars from State of Michigan to offset costs	=	Tyler's total annual costs
		Deductible	Copays	Coinsurance				
PPO	\$3,209	+ \$400	+ \$100	+ \$1,385	—	N/A	=	\$5,094
HDHP	\$1,435	+ \$3,300	+ \$40	+ \$2,360	—	\$1,600	=	\$5,535
HMO	\$4,941 - \$6,683	+ \$125	+ \$220	+ N/A	—	N/A	=	\$5,286 - \$7,028

The SHP PPO is the most cost-effective plan for Tyler and his family. He saves **\$441** compared to the State HDHP w/ HSA and **\$192 - \$1,934*** (depending on the carrier) compared to the HMOs.

* HMO premiums vary by plan carrier; the amounts shown represents the range between the lowest and highest cost HMOs for 2025.

These examples are for illustrative purposes only. They do not relate to any specific plan participants and may not be representative of the costs you would experience under the plan.

Get to know Susan and her family.

Susan is married and needs coverage for her family. While they are all in good health, Susan's husband had quite a fall and broke his leg (resulting in surgery and some additional complications). Susan is also managing a chronic condition and needed an MRI.



Total Costs

To cover her family's total expenses, Susan will pay **\$8,851** per year in total costs if she enrolls in the SHP PPO, **\$8,179** if she chooses the State HDHP w/ HSA, or between **\$9,320 - \$12,306*** (depending on the HMO carrier) if she decides on HMO coverage.

You might relate to Susan if:

- You need **coverage for your entire family**
- Your family members are in relatively **good health, with average health care needs**
- You need **several maintenance prescriptions** (some generic and some brand name) throughout the year

Health Care Services

Under all the options, Susan and her family will have no costs for in-network preventive annual physicals and immunizations. The family also sees their PCP four times throughout the year. Susan's husband's leg break required surgery, and the subsequent complications required hospitalization, which results in \$18,500 in total non-preventive medical costs. Susan's MRI results in a \$1,800 non-preventive medical cost. Susan visited a specialist two times as she continued to manage her chronic condition. The family also needed 24 generic prescriptions and 8 preferred brand formulary prescriptions assumed to be filled at a retail pharmacy.

See how it all adds up...

	Susan's annual premium from paycheck	Susan's out-of-pocket expenses				HSA dollars from State of Michigan to offset costs	=	Susan's total annual costs
		Deductible	Copays	Coinsurance				
PPO	\$5,501	+ \$800	+ \$600	+ \$1,950	—	N/A	=	\$8,851
HDHP	\$2,459	+ \$3,300	+ \$480	+ \$3,540	—	\$1,600	=	\$8,179
HMO	\$8,470 - \$11,456	+ \$250	+ \$600	+ N/A	—	N/A	=	\$9,320 - \$12,306

The State HDHP w/ HSA is the most cost-effective plan for Susan and her family. They save **\$672** compared to the SHP PPO and **\$1,141 - \$4,127*** (depending on the carrier) compared to the HMOs.

* HMO premiums vary by plan carrier; the amounts shown represents the range between the lowest and highest cost HMOs for 2025.

These examples are for illustrative purposes only. They do not relate to any specific plan participants and may not be representative of the costs you would experience under the plan.

Learn about Ramesh and his family.

Ramesh is married and needs coverage for his son and wife. Ramesh feels sudden shortness of breath and pain and heads to the ER. Everything seems fine, but he is given a couple prescriptions and schedules an appointment with a pulmonologist as a precaution. Ramesh’s wife is also managing an allergy by taking a maintenance prescription.



Total Costs

To cover his family’s total expenses, Ramesh will pay **\$5,941** per year in total costs if he enrolls in the SHP PPO, **\$3,809** if he chooses the State HDHP w/ HSA, or between **\$8,910 - \$11,896*** (depending on the HMO carrier) if he decides on HMO coverage.

You might relate to Ramesh if:

- You need **coverage for your entire family**
- Your family members are in **good health, with low health care needs**
- You may need **1 or 2 maintenance prescriptions** (some generic and some brand name) and **1 or 2 doctor office visits** throughout the year

Health Care Services

Under all the options, Ramesh and his family will have no costs for in-network preventive annual physicals and immunizations. The family also sees their PCP three times throughout the year. Ramesh’s emergency room visit results in \$1,800 in non-preventive medical costs. Ramesh visited a specialist two times following his emergency room visit. The family also needed 14 generic prescriptions and 2 preferred brand formulary prescriptions assumed to be filled at a retail pharmacy.

See how it all adds up...

	Ramesh’s annual premium from paycheck	Ramesh’s out-of-pocket expenses				HSA dollars from State of Michigan to offset costs	Ramesh’s total annual costs
		Deductible	Copays	Coinsurance			
PPO	\$5,501	+ \$0	+ \$440	+ \$0	—	N/A	\$5,941
HDHP	\$2,459	+ \$2,950	+ \$0	+ \$0	—	\$1,600	\$3,809
HMO	\$8,470 - \$11,456	+ \$0	+ \$440	+ N/A	—	N/A	\$8,910 - \$11,896

The State HDHP w/ HSA is the most cost-effective plan for Ramesh and his family. He saves **\$2,132** compared to the SHP PPO and **\$5,101 - \$8,087*** (depending on the carrier) compared to the HMOs.

* HMO premiums vary by plan carrier; the amounts shown represents the range between the lowest and highest cost HMOs for 2025.

These examples are for illustrative purposes only. They do not relate to any specific plan participants and may not be representative of the costs you would experience under the plan.

Say hello to John and Joan.

John is married and needs coverage for himself and his wife, Joan. John recently experienced a heart attack and required hospitalization (resulting in significant health care). Joan manages Type II Diabetes and required hospitalization as well.



Total Costs

To cover their total expenses, John will pay **\$8,126** per year in total costs if he enrolls in the SHP PPO, **\$8,345** if he chooses the State HDHP w/ HSA, or between **\$8,003 - \$10,242*** (depending on the HMO carrier) if he decides on HMO coverage.

You might relate to John if:

- You or a member of your family has a **chronic condition**
- You or a member of your family **require a high level of medical services, including prescriptions**

Health Care Services

Under all the options, John and Joan will have no costs for their in-network preventive annual physicals. In addition, John and Joan visit their PCP six times and have four specialist office visits. John's heart attack requires heart surgery and hospitalization resulting in \$25,000 in non-preventive medical costs. Joan's diabetes also leads to some hospitalization, resulting in \$10,000 in non-preventive medical costs. John and Joan take 48 generic prescriptions and 24 brand formulary prescriptions throughout the year assumed to be filled at a retail pharmacy.

See how it all adds up...

	John's annual premium from paycheck	John's out-of-pocket expenses					HSA dollars from State of Michigan to offset costs	=	John's total annual costs
		Deductible	Copays	Coinsurance					
PPO	\$4,126	+ \$800	+ \$0	+ \$3,200	—	N/A	=	\$8,126	
HDHP	\$1,845	+ \$3,300	+ \$600	+ \$4,100	—	\$1,600	=	\$8,245	
HMO	\$6,353 - \$8,592	+ \$250	+ \$1,400	+ N/A	—	N/A	=	\$8,003 - \$10,242	

The lowest cost HMO is the most cost-effective plan for John and Joan, but some of the other HMOs may not be as cost-effective* They save **\$123** compared to the SHP PPO and **\$242** compared to the State HDHP w/ HSA.

* HMO premiums vary by plan carrier; the amounts shown represents the range between the lowest and highest cost HMOs for 2025.

These examples are for illustrative purposes only. They do not relate to any specific plan participants and may not be representative of the costs you would experience under the plan.