Vicars Medical Reimbursement Policy

Vicars are reimbursed for covered medical expenses incurred during a <u>calendar year</u> as follows:

- Vicar pays the <u>first</u> \$250 in medical expenses applied to a family members individual deductible (maximum \$500 for a Family)
 - WELS will reimburse the Vicar for the <u>next</u> \$750 in medical expenses applied to a family members individual *deductible* (maximum \$1,500 for a Family)
- Vicar pays 15% of the <u>next</u> \$8,887 in medical expenses applied to a family members individual co-insurance (maximum \$17,773 for a Family)
 - WELS will reimburse the Vicar 15% of the <u>next</u> \$4,446 in medical expenses applied to a family members individual *co-insurance* (maximum \$8,893 for a Family)

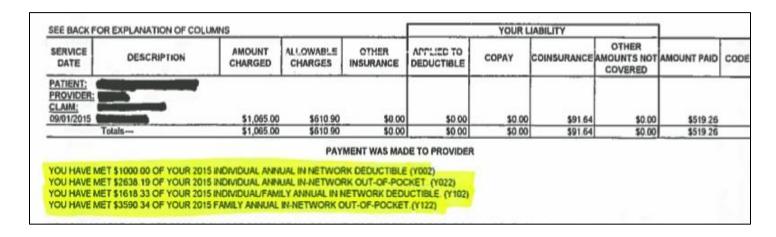
Below is a **Cost-Sharing Illustration** to help visualize how medical expenses are coordinated between the Vicar, WELS and WELS VEBA.

Cost Sharing Illustration

Employee ONLY Coverage (In-Network)				
Covered Medical Expenses		Vicar	WELS	WELS VEBA
First	\$250	100%		
Next	\$750		100%	
Next	\$8,887	15%		85%
Next	\$4,446		15%	85%
Over	\$14,333		-	100%
Total Paid by Vicar		\$1,583	-	
Family Coverage (In-Network)				
Covered Medical Expenses		Vicar	WELS	WELS VEBA
First	\$500	100%		
Next	\$1,500		100%	
Next	\$17,773	15%		85%
Next	\$8,893		15%	85%
Over	\$28,666			100%
Total Paid by Vicar				

Please use the below information as a guideline in determining when it is appropriate to submit medical reimbursement requests to WELS.

- Annual deductible and out-of-pocket limits are tracked and indicated at the bottom of an Explanation of Benefits (EOB) document issued by Anthem (see example below).
- Please monitor your *deductible* and *out-of-pocket* limits each <u>calendar year</u> and submit reimbursement requests to WELS once your limit(s) fall within the following ranges:
 - ✓ You have met **\$251 \$1,000** of your annual <u>Individual</u> <u>Deductible</u>
 - ✓ You have met **\$501 \$2,000** of your annual <u>Family Deductible</u>
 - ✓ You have met \$2,334 \$3,000 of your annual Individual Out-of-Pocket
 - ✓ You have met **\$4,667 \$6,000** of your annual Family *Out-of-Pocket*



Please include copies of your Explanation of Benefits (EOB's) from Anthem when submitting your reimbursement request. Reimbursements will not be processed without copies of the EOB's – copies of medical bills will not be accepted.

All medical reimbursements are processed through payroll as <u>taxable</u> income. Your medical reimbursement will be grossed up so you receive your total reimbursement <u>after</u> taxes.