HDHP PPO Plan with HSA – 2027 Embedded Deductible Information

If an employee is enrolled for family coverage (see bullet points below) in the HDHP PPO Plan with HSA, any individual within the family will not be subject to more than the IRS embedded individual coverage deductible amount of $3,500* and/or the out-of-pocket maximum in a calendar year.

- Employee + Spouse/Domestic Partner
- Employee + Child(ren)
- Employee + Family

Simply put, an individual within a family does not need to satisfy the full $4,500 deductible themselves in order to be eligible for coinsurance; once they satisfy the embedded IRS individual deductible of $3,500* they are eligible for coinsurance. If the individual within the family meets the individual out-of-pocket maximum amount, Cigna will cover additional expenses at 100%.

Additionally, an individual enrolled in family coverage (see bullet points above) cannot contribute more than the IRS embedded individual deductible amount of $3,500* toward the annual deductible of $4,500 on their own.

Example:

If an individual within the family incurs $5,000 in health expenses during the calendar year, the family deductible of $4,500 will not be considered as being met until another family member incurs a minimum of $1,000* towards the family deductible. Once the family deductible of $4,500 is satisfied, no other family members need to meet their individual embedded deductibles because the family deductible is met for all enrolled on the plan.

For clarity, if no individuals within a family meet the individual embedded deductible, all eligible expenses for covered family members will collectively contribute toward the $4,500 family deductible and/or out-of-pocket maximums, and coinsurance will be applied once the deductible amount has been met.

*NOTE: these figures are based on 2027 IRS rules and can change in subsequent years