

2024 Medical Plan Quick Comparison: Deputy Sheriff Employees

| Plan Feature (In-network) | SmartCare HMO (Kaiser) | KingCare Select AHN (Regence & CVS) | KingCare PPO (Regence & CVS) |
|--|--|--|--|
| Provider Choice | A primary care provider coordinates your care through the plan network. You may self-refer to many Kaiser specialists. No coverage for out-of-network care unless approved/referred. | You must choose a primary care provider, who coordinates your care. Referrals are not re-quired. You save the most by staying in-network, but you can go out-of-network for a higher cost. | You may choose any qualified provider, but your out-of-pocket costs are lowest when you use network providers. |
| Out-of-area coverage | See next page. | See next page. | See next page. |
| Benefit Access Fee¹ | \$0 | \$0 | \$100 per month |
| Plan Selection Fee² | \$0 | \$0 | \$100 per month |
| Deductible³ | Single: \$0 Family: \$0 | Single: \$100 Family: \$300 | Single: \$300 Family: \$900 |
| Out-of-Pocket Limit⁴ | Single: \$1,000 Family: \$2,000 | Single: \$900 Family: \$1,900 | Single: \$1,100 Family: \$2,500 |
| Prescription Out-of-Pocket Limit | Single & Family \$0 Copays apply to out of pocket maximum | Single \$1,500 Family \$3,000 | Single \$1,500 Family \$3,000 |
| Your cost—after deductible—using in-network providers⁵ | | | |
| Emergency Room | \$100 copay | 10% after \$200 copay | 15% after \$200 copay |
| Hospital-Inpatient | \$200 copay | 10% | 15% |
| Labs, X-ray, Tests | 0% | 10% | 15% |
| Mental Health | Outpatient: \$20 copay Inpatient: \$200 copay | Outpatient therapy services: \$20 copay Outpt non-therapy services & inpt services: 10% | 15% |
| Office Visits | \$20 copay | \$20 (no deductible) | 15% |
| Prescription Drugs (retail 30-day supply) | Generic: \$10 copay Preferred brand: \$20 copay Non-preferred brand: \$30 copay | Generic: \$5 copay Preferred brand: \$25 copay Non-preferred brand: \$75 copay | Generic: \$7 copay Preferred brand: \$30 copay Non-preferred brand: \$60 copay |
| Urgent Care | \$20 copay | \$20 copay | 15% |

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DISCLAIMER: This chart should be used as a general guide only. For specific plan details, refer to the governing documents at [KingCounty.gov/Plan-Details](https://www.kingcounty.gov/Plan-Details).

- Benefit Access Fee: The cost to add a spouse/state-registered domestic partner who has access to medical coverage through an employer.
- Plan Selection Fee: The cost of the KingCare PPO medical plan, regardless of how many family members you cover.
- Deductible: The amount you pay per year before the plan begins to pay.
- Out-of-pocket limit: The most you could pay per year for your share of the costs of covered services, including the deductible, copays, and coinsurance.
- All services must be medically necessary. See plan guide for details, limits, restrictions, and preauthorization requirements.

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2024 Out-of-Network Coverage: Deputy Sheriff Employees

| Plan Feature (Out-of-network) | SmartCare HMO (Kaiser) | KingCare Select AHN (Regence & CVS) | KingCare PPO (Regence & CVS) |
|---|--|---|--|
| Out-of-Area Coverage | Covered care is available at out-of-area Kaiser Permanente facilities—call Member Services to set up access. No coverage for out-of-network care unless approved/referred. If outside the Kaiser area, urgent and emergency care is covered at any provider. | When seeking care outside your network, covered services are reimbursed at the out-of-network benefit level, which is significantly lower. Emergency care is covered the same anywhere. | Same coverage as when home, through Regence and CVS Caremark® national provider networks. Your out-of-pocket costs are lowest when you use network providers. Emergency care is covered the same anywhere. |
| Deductible¹ | Single \$0 Family \$0 | Single \$500 Family \$1,500 | Single \$300 Family \$900 |
| Out-of-Pocket Limit² | Single \$1,000 Family \$2,000 | Single \$2,500 Family \$5,500 | Single \$1,900 Family \$4,100 |
| Emergency Room | \$100 copay | 10% after \$200 copay | 15% after \$200 copay |
| What you pay for most covered services³ | 100% (Plan pays 0%) | 40% after deductible & copays, until you reach the out-of-pocket limit. (Plan pays 60%.) | 35% after deductible & copays, until you reach the out-of-pocket limit. (Plan pays 65%.) |

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2. Out-of-pocket limit: The most you could pay per year for your share of the costs of covered services, including the deductible, copays, and coinsurance.
3. All services must be medically necessary. See plan guide for details, limits, restrictions, and preauthorization requirements.