

HMO vs. PPO – What's the Difference?

Curry will continue to offer a choice between an HMO and a PPO Health Plan. Below is an overview describing some of the differences between these two types of plans. Please review the information below carefully to determine the most appropriate plan for you and your family.

2023 Cost Difference:

- Individuals will pay approximately \$2,071 more annually from 6/1/2023 – 5/31/2024 for the PPO vs. the HMO
- Families will pay approximately \$5,433 more annually from 6/1/2023 – 5/31/2024 for the PPO vs. the HMO

HMO - Health Maintenance Organization Plan

When you are enrolled in the HMO plan, you are required to select a Primary Care Physician (also known as a PCP). If you need to seek services from a specialist, you must obtain a referral from your PCP. There are certain services that do not require a referral. A few examples include: routine eye exams, gynecological exams, chiropractic, and acupuncture.

Advantages of HMO Plans:

- Employee contributions are lower
- Your PCP may be more involved in your treatment

Disadvantages of HMO Plans:

- Referrals to specialists are limited to physicians within the HMO network.
- Some members may not have a relationship with a PCP

PPO - Preferred Provider Organization Plan

When you are enrolled in the PPO plan, you have the freedom to see any doctor that you choose without the requirement of obtaining a referral. You also have the ability to see providers outside the network.

Advantages of PPO plans:

- PPO coverage allows you to maximize your freedom of choice. This freedom of choice encourages you to use network providers but does not require it, as with HMO coverage.
- You have coverage outside the network

Disadvantages of PPO plans:

- Employee contributions are higher
- Deductible for non-network care - You must reach a specified deductible before coverage begins on out-of-network care. The current PPO requires that an individual satisfy a \$2,000 deductible and a family must satisfy \$4,000 before services are covered. After the deductible, you are also responsible for 20% coinsurance for most services.

The main difference between the HMO and the PPO is that the PPO does allow you the option to go outside the network. If you are only seeing in-network providers, you may want to consider the HMO program.

Feature	HMO	PPO
Do members choose a primary care provider (PCP)?	Yes. Each member chooses a PCP.	No. You have the freedom to see any doctor that you choose.
Do members use a provider network?	Yes	Yes
Can members go to out-of-network health care providers?	No	Yes
Do members have to meet deductibles before coverage begins? - Note that Curry College offers an HRA plan to help offset the in-network deductible. Members are responsible for the first 50% of the deductible.	Yes Yes \$2,000 Per Individual Plan \$4,000 Per Family Plan	In-Network – Yes \$2,000 Per Individual Plan \$4,000 Per Family Plan Out-of-Network - Yes \$2,000 Per Individual Plan \$4,000 Per Family Plan
Do members pay coinsurance? <i>(Some in-network services may be subject to coinsurance)</i>	No	In-Network - No Out-of-Network - Yes (20% coinsurance)
Do members pay co-pays?	Yes	Yes
Are prescription drugs covered?	Yes	Yes

This material is meant to provide a high-level overview. Please see your member enrollment information for the plan provisions.