

MESSA In-Network Plan Comparison - Effective 1/1/2026
Upper Peninsula APA - 2026 State Hard Cap and 2% Medical Discount

	MESSA Choices \$1,000/\$2,000 0% 3-Tier Rx	MESSA Choices \$1,000/\$2,000 0% 5-Tier Rx	MESSA ABC Plan 2 \$2,000/\$4,000 0% 3-Tier Rx HSA	MESSA ABC Plan 2 \$2,000/\$4,000 20% 5-Tier Rx HSA	MESSA Balance+ \$1,700/\$3,400 20% MESSA Balance+ Rx HSA
	Employee Premium Share per Pay - 2026 Rates with 2% Medical Discount, 2026 Hard Cap and 24 Pays				
Single	\$137.73	\$113.03	\$70.58	\$15.72	\$47.63
2person	\$362.41	\$306.83	\$211.33	\$87.89	\$159.69
Family	\$409.71	\$340.55	\$221.70	\$68.09	\$157.44
Employee Premium Share per Pay - 2026 Rates with 2% Medical Discount, 2026 Hard Cap and 26 Pays					
Single	\$127.14	\$104.34	\$65.16	\$14.52	\$43.97
2person	\$334.53	\$283.23	\$195.07	\$81.13	\$147.41
Family	\$378.19	\$314.35	\$204.65	\$62.85	\$145.33
In-Network Cost Share After Deductible					
Deductible	\$1,000/\$2,000	\$1,000/\$2,000	\$2,000/\$4,000	\$2,000/\$4,000	\$1,700/\$3,400
Coinurance	0%	0%	0%	20%	20%
Teladoc 24/7 care for minor illness, injury & mental health	\$20	\$20	0%	20%	\$10
Teladoc virtual primary care	\$20	\$20	0%	20%	\$25
Office visit	\$20	\$20	0%	20%	\$25
Specialist visit	\$20	\$20	0%	20%	\$50
Urgent care	\$25	\$25	0%	20%	\$50
Emergency room	\$50	\$50	0%	20%	\$200
Total out-of-pocket maximum	\$4,000/\$8,000	\$4,000/\$8,000	\$4,000/\$8,000	\$5,000/\$8,500	\$4,100/\$8,200
Certain Benefit Differences (cost share is applied after deductible is met)					
Chiropractic manipulations	38 visits per calendar year, including therapeutic massage; 100% after ded.	38 visits per calendar year, including therapeutic massage; 100% after ded.	38 visits per calendar year, including therapeutic massage; 100% after ded.	38 visits per calendar year, including therapeutic massage; 80% after ded.	12 visits combined per calendar year; \$25 copay applies
Osteopathic manipulations	38 visits per calendar year; 100% after ded.	38 visits per calendar year; 100% after ded.	38 visits per calendar year; 100% after ded.	38 visits per calendar year; 80% after ded.	30 visits combined per calendar year, including therapeutic massage by an approved provider (excludes massage therapist); 80% after ded.
Outpatient physical, occupational and speech therapy	60 visits combined per calendar year; 100% after ded.	60 visits combined per calendar year; 100% after ded.	60 visits combined per calendar year; 100% after ded.	60 visits combined per calendar year; 80% after ded.	30 visits combined per calendar year, including therapeutic massage by an approved provider (excludes massage therapist); 80% after ded.
Bariatric surgery	100% after ded.	100% after ded.	100% after ded.	80% after ded.	Not covered
Acupuncture	100% after ded.	100% after ded.	100% after ded.	80% after ded.	Not covered
Hearing aids	100% up to a max. benefit after ded.	100% up to a max. benefit after ded.	100% up to a max. benefit after ded.	80% up to a max. benefit after ded.	Not covered

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Prescription Drugs		3-Tier Rx	5-Tier Rx	3-Tier Rx (after deductible)	5-Tier Rx (after deductible)	MESSA Balance+ Rx (after deductible)				
Up to a 34-day supply										
Generic		\$10	\$10	Free or \$10	Free or \$10	Free or \$10				
Preferred brand		20% coinsurance (\$40 min - \$80 max)	\$40	20% coinsurance (\$40 min - \$80 max)	\$40	\$40				
Nonpreferred brand		20% coinsurance (\$60 min - \$100 max)	\$80	20% coinsurance (\$60 min - \$100 max)	\$80	\$80				
Preferred specialty (generic specialty and preferred specialty)	Nonpreferred specialty	Pricing included in one of the above categories	20% coinsurance (\$0 min - \$150 max)	Pricing included in one of the above categories	20% coinsurance (\$0 min - \$150 max)	20% coinsurance (\$0 min - \$150 max)				
			20% coinsurance (\$0 min - \$300 max)		20% coinsurance (\$0 min - \$300 max)	20% coinsurance (\$0 min - \$300 max)				
90-day supply										
Generic, Preferred brand, Nonpreferred brand		2.5x 1-month supply; Retail or mail order	3x 1-month supply; Retail or mail order	2.5x 1-month supply; Retail or mail order	3x 1-month supply; Retail or mail order	3x 1-month supply; Retail or mail order				
Additional Information										
Free preventive drug list(s)		ACA Free Preventive list. These are FREE before deductible.	ACA Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and the MESSA Expanded Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and the MESSA Expanded Free Preventive list. These are FREE before deductible.	ACA Free Preventive list and the MESSA Expanded Free Preventive list. These are FREE before deductible.				
Supplemental Plans		Not included	Not included	Not included	Not included	Included: MESSA's Accident, Critical Illness and Hospital Indemnity plans				

ACA = Affordable Care Act

~ The MESSA rates do not include the \$1.50 PMPM cost of the Basic Term Life insurance.

~ Essentials by MESSA Rx, Balance+ Rx, and 5-Tier Rx plans have several drugs and drug categories that are excluded from coverage, including, but not limited to brand-name drugs that have generic equivalents, erectile dysfunction drugs, brand-name weight loss and prenatal vitamins, and drugs that treat coughs and colds, including most antihistamines.

~ The MESSA ABC Plan 1 and Balance+ deductible is subject to change each Jan. 1 to remain HSA-compatible, per IRS rules; out-of-pocket maximums may change based on deductible amounts.

If you have any questions, please contact your MESSA Field Representative, RaeAnn Loy, at 800-292-4910.

This comparison is provided for informational purposes only and MESSA assumes no responsibility or liability for any errors or omissions in the content. Refer to MESSA.org and the plan booklets for additional information.