



Embedded vs. Non-Embedded Deductibles

What does Embedded deductible and Non-Embedded deductible mean?

Employees covering a spouse and/ or child(ren) on their health plan have family annual deductibles. There are two types of family annual deductibles:

- Embedded Deductibles – includes a separate individual and family deductible
- Non-Embedded Deductible – includes only a family deductible
(You may hear the term Aggregate used for Non-Embedded.)

How does this affect Murray State high deductible health plans?

Premium Saver High Deductible Health Plan (HDHP) – Embedded Deductible

Balanced Saver High Deductible Health Plan (HDHP) – Non-Embedded Deductible

This means employees with a family deductible on the **Premium Saver HDHP** may have one family member that meets the **individual annual deductible (\$3,400)** with his or her claims. This family member would move to the co-insurance phase while the other family members' claims continued to accumulate for the **family annual deductible (\$6,800)**.

In contrast employees with a family deductible on the **Balanced Saver HDHP** may have one family member with a large number of claims. The **family annual deductible (\$3,500)** must be met either by the individual family member or a combination of all members on the plan. Once the family deductible is met all members on the plan will move to the co-insurance phase.

Why did the annual deductible change for the Premium Saver HDHP?

The IRS regulates the minimum amount for annual deductibles on Embedded HDHPs. In 2026, individual annual deductibles must be \$3,400 or higher for the plan to qualify for Embedded HDHP status. The family deductible was increased to \$6,800 in 2026 to keep plan proportion.