

High-Deductible Health Plans

Health Savings Accounts



High-Deductible Health Plan (HDHP)

What is a High-Deductible Health Plan (HDHP)

- A medical and prescription plan with an up-front deductible applicable to all eligible medical and pharmacy expenses except for preventive care.
- This plan can be combined with a Health Savings Account (HSA) if you meet the eligibility requirements.

HDHP Non-Deductible and Out-of-Pocket Maximum

- There is a \$1,700 individual / \$3,400 family deductible and \$3,000 individual and \$6,000 family out of pocket maximum.
- There is no individual limit built into the family deductible or out of pocket maximum.

Example:

- Employee incurs \$1,700 in deductible expenses on Feb 1st
- Spouse incurs \$1,000 in deductible expenses on Sept 1st
- Child incurs \$700 in deductible expenses on Sept 10th

Coinsurance/copay coverage begins on Sept 10th because the full \$3,400 family deductible is met.

Once the family reaches the \$6,000 out of pocket maximum, services for all family members are covered at 100% for the remainder of the calendar year.

Health Savings Account (HSA)



Health Savings Account

- An HSA is an individually owned back account that allows you to set aside pre-tax dollars to pay for qualified out of pocket expenses.
- The employer and employee can make tax-free deposits into an HSA.
- Any unused funds roll over year to year.
- You decide how and when to use the money available in the account.
- HSAs can be used to cover:
 - Insurance deductibles, copays and coinsurance
 - Qualified health care expenses (including dental & vision)
- 2026 HSA contribution limit is a flat dollar amount
 - \$4,400 for individual *
 - \$8,750 for family *

} for 2026
- Wesleyan HSA contributions for employee plus child(ren), employee plus spouse (or domestic partner), and family is \$1,000 and the employee only contribution is \$500. This is accounted in the contribution limit noted above.
- Those age 55 or over can contribute an additional \$1,000 annually.

Why choose an HSA?

Easy win in today's complex health care system:

- Save now:
 - HDHP have lower monthly insurance premiums
 - HSA deposits are made on a pre-tax basis
 - Typically lowers income tax liability
- Save for the future:
 - HSA funds rollover from year to year, no “use it or lose it” feature
 - No overall fund maximum
 - You keep the money even if you change jobs or insurance plans
 - Tax-free interest earned
 - Comprehensive and easy investment options
- Same doctors, same network

Who is eligible for a HSA?

	Eligible	Ineligible
Enrolled in High-Deductible Health Plan		
Enrolled in non-HDHP plan, such as OAPIN/OAP		
Enrolled in Medicare or TRICARE		
Received VA or Indian Health Services benefits in last 3 months		
Enrolled in a full Flexible Spending Account (FSA), or covered under spouse/partner's FSA		
Individual or spouse/partner participating in HRA		
Claimed as dependent on another's tax return		

HSA – How it Works

At the Doctor's Office

1	Receive Services	Continue to use network providers for the best value
2	Provider bills Health Plan	
3	Health Plan sends Explanation of Benefits (EOB)	HSA administrator also receives this information from the Health Plan
4	Provider sends statement	
5	Employee pays provider	Can pay with HSA debit card, pay direct via online payment at www.mycigna.com (click Visit your HSA bank), or pay from personal account and request reimbursement from HSA Bank

HSA – How it Works

At the Pharmacy

1	Obtain Prescription	
2	Pharmacy verifies insurance coverage	
3	Pay for your prescription	Can pay with HSA debit card, or pay from personal account and request reimbursement from HSA Bank

How to contribute to your HSA

- Make pre-tax contributions through payroll deductions
 - Change your payroll contributions at any time
 - Employer match will only be available to match pre-tax payroll deductions
- Make post-tax contributions directly to HSA Bank online or by sending a check. You can then deduct when filing your taxes.
- Can make contributions until April 15th for the previous tax year



Earning Interest & Investing in HSA Account

- Wesleyan-sponsored HSA account with HSA Bank is FDIC insured and pays a tiered interest rate.
- The rates are subject to change by HSA Bank at any time.
- Once the cash balance in your account grows to over \$1,000, excess can be transferred to an investment account (mutual funds)
 - The Investment account is no longer FDIC insured

More on Investing in HSA Account

- If your HSA cash balance falls below the \$1,000 investment threshold, no additional investments can be made until your cash balance exceeds the investment threshold
- Reimbursements for healthcare expenses cannot be paid from the investment side of your account.
- To use investment funds to pay for claims, you must sell investments. Proceeds from the sale are automatically deposited to your HSA cash balance within 3-5 business days

Cigna Easy Choice Tool

If you need help deciding if the High-Deductible Health Plan with an HSA is best for you, the Cigna Easy Choice Tool may help you! The tool considers:

- Payroll contributions
- Out-of-pocket costs when you receive services
- Your basic information, for example, whether you will be covering dependents and your zip code.
- Log-in at CignaEasyChoice.com and use access code LDKK-6083 (ACA-eligible only, use code PODR-6093). The Easy Choice decision support tool will provide you with plan choices, which you can compare and review.

Cigna One Guide

Contact a representative by calling the customer service number on the back of your Cigna digital ID card or by going to myCigna.com.

- Answer coverage questions
- Keep on track with preventive visits
- Find the right health care providers in-network
- Connect to lifestyle management programs, clinical and behavioral health programs
- Get cost estimates and avoid surprise expenses
- Understand Explanation of Benefits (EOB) and medical bills



Open Enrollment for Coverage Effective January 1, 2026

Be Informed...

View your benefit options through Workday. Sign into Workday and use the Open Enrollment task in your inbox. You will be able to click each of the benefit areas to enroll or change your enrollments.

Take Action...

The Open Enrollment period will begin on Monday, November 3, 2025, and ends on Friday, November 14, 2025, at midnight.

Important Note:

If you do not elect to make benefit changes, your 2025 elections will roll over to 2026. However, you must re-enroll in the FSA (MERA & Dependent Care) and HSA plans.

Contact Us



- Send an email to benefits@wesleyan.edu.
- Schedule a 30-minute virtual appointment with a Benefits Team Member. Registration is required at Bookings - A Microsoft Teams link will be sent when you book your appointment.
 - o November 6, 2025
 - o November 10, 2025
 - o November 12, 2025
 - o November 14, 2025

Contact the Benefits Team if you have any questions at
benefits@wesleya.an.edu

