Medical Plan

Scenario 1: Rachel—Single, early career, healthy

Rachel is 28 years old, single, and lives in Atlanta. Other than for her annual physical and vaccines, Rachel only uses her health insurance to fill a prescription for asthma.

Considerations

- Since she's just starting her career, paying off student loans, and establishing a savings account, Rachel wants to keep her health insurance contributions as low as possible.
- Asthma medication is expensive! She needs to manage her prescription drug costs too.
- Right now, Rachel is enrolled in the Cigna Smart Plan. Her out-of-pocket costs are manageable, especially since Workday fully covers the premium for employee only coverage. But she wonders if SimplePay Health can help her get ahead of her finances even more.

Step 1: Make a list

Rachel starts by listing the medical and prescription drug expenses she knows about in advance. This is what she came up with:

- One annual physical plus routine vaccinations
- One respiratory therapist visit
- 12 30-day supplies of asthma medication

Step 2: Compare contributions

Rachel compares the Cigna Smart Plan to SimplePay Health.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Workmate-paid contributions (annual; employee only)	$0	$0
Workday annual HSA funding	$1,000 for employee-only coverage	N/A

Step 3: Factor in the medical expenses

Rachel reviews the medical plan comparison chart to figure out how much each known medical expense will cost her assuming she stays in network.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Annual physical	$0	$0

Medical Plan

Scenario 1: Rachel—Single, early career, healthy

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Asthma medication (4 months)	$1,600 ($400 for 30-day supply for a preferred brand x 4) *At this point, she's paid $1,600 out-of-pocket and met the plan's deductible.*	$60 ($15 copay per 30-day supply for a preferred brand x 4)
Specialist visit	$31.60 ($158 x 20% coinsurance = $31.60)	$30 (Tier 1 provider)
Asthma medication for remainder of the year (8)	$640 ($400 x 20% for 30-day supply for a preferred brand = $75 per fill)	$120 ($15 copay per 30-day supply for a preferred brand x 8)
Rachel's Out-of-Pocket Cost	$2,271.60	$210

Step 4: Add the costs, and consider the Workday HSA funding

Never forget about the free money Workday loves to hand out.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Workmate-paid contributions (annual)	$0	$0
2024 medical costs	$2,271.60	$210
Workday HSA Funding	$1,000	N/A
Rachel's 2024 estimated cost	$1,271.60	$210

Step 5: Think about other factors before enrolling

It seems that SimplePay Health is the right choice for Rachel. But she has a few other things to think about:

- The Workday HSA contribution with the Cigna Smart Plan is spread out over each of Rachel's paychecks. Asthma medication is costly, and Rachel will be responsible for the full cost of the prescription until she meets the Cigna Smart Plan's deductible. She can be reimbursed over the course of the year with Workday's contribution, but it's still a significant expense to begin the year.

- Rachel is on a tight budget. The 0% financing option with SimplePay Health would give her financial security if she had a medical emergency.
- Rachel really likes her respiratory therapist. Since SimplePay Health uses a new network through Aetna with different copays for different tiers of providers, she should know which tier her respiratory therapist is. Rachel logs on to the SimplePay Health website to check.

Step 6: Make a decision and enroll

Rachel's respiratory therapist is in the Aetna network; therefore, she picked SimplePay Health.

Medical Plan

Scenario 2: Bill and Emily—Covered spouse, early career, and starting a family

Bill is 31 years old, married, and lives in Boulder. He covers his wife, Emily, on his Workday medical plan. Bill and Emily are expecting a baby in 2024. Both Bill and Emily are healthy and only use their health insurance for preventive care. However, they're focused on a known expense: the delivery of their baby.

Considerations

- Before, their priority was low contributions. Emily's pregnancy has changed that priority. Now, they're focused on keeping baby care during the first year as affordable as possible.
- The birth of their child is a qualifying life event. They can reassess priorities once the baby arrives and select a new plan if they'd like.
- The Cigna Smart Plan looks like a good option, but the family is interested in seeing if SimplePay Health would make things cheaper.
- Emily can use Maven to guide her during and after her pregnancy.

Step 1: Make a list

Bill and Emily start by listing the medical and prescription drug expenses they know about in advance. This is what they came up with:

- Two annual physicals (one each for Bill and Emily) plus routine vaccinations
- Regular maternity care visits for Emily before the birth
- Child delivery and two postpartum exams for Emily
- Four well-baby exams
- Therapy visits for Bill
- Daily depression medication for Bill
- 120 days of seasonal allergy medication for Emily

Step 2: Compare contributions

Bill and Emily compare the Cigna Smart Plan to SimplePay Health, using information from the benefits website. There, the couple finds a detail they had forgotten about: Contributions will increase when they add the new baby to Bill's Workday-sponsored plan, because they will have to move from Employee + Spouse to Employee + Family coverage level.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Workmate-paid contributions (January - March)	$105	$0
Workmate-paid contributions (April - December)	$450	$0
TOTAL	$555	$0
Workday funding of HSA	$2,000 for employee + dependent coverage	N/A

Medical Plan

Scenario 2: Bill and Emily—Covered spouse, early career, and starting a family

Step 3: Factor in the medical expenses

Next, Bill and Emily review the medical plan comparison chart to figure out how much each known medical expense will cost them assuming they stay in network.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Annual physical	$0	$0
Therapy visits weekly (4 months)	$0 Through Mind Matters (by Lyra), 16 visits are covered at no cost to Bill.	$0 Through Mind Matters (by Lyra), 16 visits are covered at no cost to Bill.
Generic depression medication (3)	$9 ($3 per 30-day supply x 3)	$9 ($3 per 30-day supply x 3; Note: If retail cost is less than plan copay; member pays lower cost.)
Child delivery and two postpartum exams for Emily	$3,191 *At this point, they paid $3,200 in out-of-pocket costs and met the plan's deductible. Additional facility, anesthesiologist, and other fees would typically apply.*	$1,140
Well-baby exam	$0	$0
Therapy visits (8 months; 16 visits)	$448 ($140 x 20% coinsurance = $28 per visit)	$480 (Tier 1 provider: $30 copay per visit x 16)
Preferred allergy medication (4 months)	$296 ($370 x 20% coinsurance = $74 per 30-day supply)	$60 ($15 copay per 30-day supply x 4)
Generic depression medication (9 months)	$5.40 ($3 per 30-day supply x 20% = $0.60)	$27 ($3 per 30-day supply Note: If retail cost is less than plan copay; member pays lower cost.)
Bill and Emily's Out-of-Pocket Cost	$3,949.40	$1,716.00

Medical Plan

Scenario 2: Bill and Emily—Covered spouse, early career, and starting a family

Step 4: Add the costs, and consider the Workday HSA contribution

Never forget about the free money Workday loves to hand out.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Workmate-paid contributions (annual)	$555	$0
2024 medical costs	$3,949.40	$1,716.00
Workday HSA Funding	(-) $2,000	N/A
Bill and Emily's 2024 estimated cost	$2,504.40	$1,716.00

Step 5: Think about other factors before enrolling

Bill and Emily have a few details to iron out:

- With baby delivery coming early in 2024, the Workday HSA contribution spread over each of Bill's paychecks during the year, and a whole new person to take care of, the couple needs to plan their finances in advance. And wouldn't you know it? Workday provides free financial planners through Northstar to guide them.
- Bill and Emily know their doctors are in Cigna's network. Since SimplePay Health uses a new network through Aetna with three provider tiers, they should check which tier their doctors and hospital are on the SimplePay Health website.
- A new kid is a lot to juggle already. Emily feels good about making the jump to SimplePay Health to save some money, but Bill points out that they already understand how the Cigna Smart Plan works. The couple needs to discuss which is more important to them.

Step 6: Make a decision and enroll

The couple decides to take advantage of the $0 contributions for the SimplePay Health Plan. With all the other expenses of having a baby, every bit of savings counts. They also confirmed their doctors are in the Aetna network. Double win!

Medical Plan

Scenario 3: The Parker family—Family coverage, mid-career, conventional medical needs

Meet the Parker family! Priya is a 38-year-old Workmate who covers her husband Brett and two kids, 12-year-old son Arjun and 9-year-old daughter Alisha, on her Workday medical plan. For the most part, the Parkers are a healthy family. However, Arjun is a bit of a daredevil and gets injured occasionally.

Considerations

- Arjun plays a lot of sports, tries skateboard tricks, and climbs trees. Past experience has taught the Parker parents to anticipate an injury for Arjun each year. He broke his wrist this past year, so they use that to estimate costs.
- Arjun and Alisha attend two different schools, which is double the opportunity to bring school germs home. The Parkers expect that each family member will catch a bug during the year.
- Priya covers her family right now under the Kaiser Traditional Plan. With the family's busy schedule, they've always appreciated the convenience of having Kaiser doctors all in one place. She wonders if the Kaiser Smart Plan, and the HSA that accompanies it, could help her family save for future expenses.

Step 1: Make a list

Priya and Brett sit down at the dinner table and list the medical and prescription drug expenses they know about in advance. This is what they came up with:

- Four annual physicals (one each for each family member) plus routine vaccinations
- Six primary care visits (for the family plus a couple related to son's injury)
- One emergency room visit for Arjun and surgery to repair a broken wrist
- Pain medication (one generic 30-day supply)

Step 2: Compare contributions

Priya and Brett compare the two Kaiser plans, using information from the benefits website.

	KAISER TRADITIONAL PLAN	KAISER SMART PLAN
Workmate-paid contributions (annual)	$3,720	$720
Workday HSA funding	N/A	$2,000 for employee + dependent coverage

Step 3: Factor in the medical expenses

Next, Priya and Brett review the medical plan comparison chart to figure out how much each known medical expense will cost them assuming they only visit Kaiser doctors and facilities.

Medical Plan

Scenario 3: The Parker family—Family coverage, mid-career, conventional medical needs

	KAISER TRADITIONAL PLAN	KAISER SMART PLAN
Annual physical	$0	$0
Primary care visits (4)	$80 ($20 copay per visit x 4)	$680 ($170 per visit x 4)
ER visit and admission (1)	$0 ($100 copay waived since admitted)	$1,250
Wrist surgery	$250 ($250 copay for inpatient admission)	$1,456
Follow up primary care visits for the son (2)	$40 ($20 copay per visit x 2)	$68 ($170 per visit x 20% = $34 per visit since deductible is met)
Pain medication (generic 30-day supply)	$10 copay	$10
The Parker's Out-of-Pocket Cost	$380	$3,464

Step 4: Add the costs, and consider the Workday HSA funding

The Kaiser Smart Plan comes with Workday funding to an HSA, whereas the Kaiser Traditional Plan doesn't. Arjun will eventually have a year in which he doesn't get hurt, and the Parkers could establish valuable savings with an HSA then.

	KAISER TRADITIONAL PLAN	KAISER SMART PLAN
Workmate-paid contributions (annual)	$3,720	$720
2024 medical costs	$380	$3,464
Workday HSA Funding	N/A	(-) $2,000
The Parker's 2024 estimated cost	$4,100	$2,184

Step 5: Make a decision and enroll

The cost savings were clear for the Parkers. They switched to the Kaiser Smart Plan.

Medical Plan

Scenario 4: The Hamilton family—Family coverage, mid-career, spouses with chronic condition

Jon is a 44-year-old Workmate who lives in Pleasanton. He covers his wife Gia and their twin teenagers, Jacob and Ariel. The teens both have normal medical needs, but Jon and Gia each have a chronic condition. Jon has arrhythmia, and Gia is diabetic.

Considerations

- Right now, the family is enrolled in the Cigna Core Plan because of the low deductible and annual maximum. However, Jon keeps hearing about the cost advantages of the Cigna Smart Plan.
- Prescription drug costs are a significant expense, but they're spaced out throughout the year. Workday's HSA contribution under the Cigna Smart Plan could cover costs as they arise.

Step 1: Make a list

Jon and Gia sit down at the dinner table and list the medical and prescription drug expenses they know about in advance. This is what they came up with:

- Four annual physicals (one each for each family member) plus routine vaccinations
- Four primary care visits
- Four cardiologist visits
- Arrhythmia medication
- Insulin

Step 2: Compare contributions

Jon and Gia compare the Cigna Smart Plan to the Cigna Core Plan, using information from the benefits website.

	CIGNA SMART PLAN	CIGNA CORE PLAN
Workmate-paid contributions (annual)	$600	$5,040
Workday HSA funding	$2,000 for employee + dependent coverage	N/A

Step 3: Factor in the medical expenses

Next, Jon and Gia review the medical plan comparison chart to figure out how much each known medical expense will cost them assuming they stay in network.

	CIGNA SMART PLAN	CIGNA CORE PLAN
Annual physical	$0	$0

Medical Plan

Scenario 4: The Hamilton family—Family coverage, mid-career, spouses with chronic condition

	CIGNA SMART PLAN	CIGNA CORE PLAN
Primary care visit (4)	$680 ($170 per visit x 4 visits)	$80 ($20 copay per visit x 4)
Cardiologist visit (4)	$1,000 ($250 per visit x 4 visits)	$120 ($30 copay per visit x 4)
Arrhythmia medication (12 months generic medication)	$48 ($4 per 30-day supply x 12)	$48 ($4 copay x 12)
Insulin (12 months)	$1,472.80 ($123 for 30-day supply of preferred brand x 12 months) *In this case, it took the family the full plan year to meet the $3,200 plan deductible.*	$360 ($30 copay per prescription x 12 months)
Jon and Gia's Out-of-Pocket Cost	$3,200.80	$608

Step 4: Add the costs, and consider the Workday HSA funding

The Cigna Smart Plan comes with Workday funding for an HSA, whereas the Cigna Core Plan doesn't. The tax-free savings that an HSA provides year over year could really help the family for when a major medical expense does arise.

	CIGNA SMART PLAN	CIGNA CORE PLAN
Workmate-paid contributions (annual)	$600	$5,040
2024 medical costs	$3,200.80	$608
Workday HSA Funding	(-) $2,000	N/A
Jon and Gia's 2024 estimated cost	$1,800.80	$5,648

Medical Plan

Scenario 4: The Hamilton family—Family coverage, mid-career, spouses with chronic condition

Step 5: Make a decision and enroll

The cost savings were clear for the family. They switched to the Cigna Smart Plan.

Medical Plan

Scenario 5: Lily and Maria—Covered spouse, late career, specialized medical needs

Lily is 60 years old and married. She covers her 62-year-old spouse Maria. Both Lily and Maria are planning to retire at age 65.

Lily and Maria have a few medical concerns. Lily beat cancer a few years ago and makes additional doctor appointments to monitor her health. Maria needs physical therapy for knee pain and takes medication for her high blood pressure.

Considerations

- Lily has enrolled in the Cigna Smart Plan for years and contributes the annual maximum to her HSA, plus the additional $1,000 that's allowed because she's over age 55. It's been a part of her plan to save for retirement.
- The ease of making appointments with SimplePay Health, plus the lower deductible, intrigues the couple. They need to determine which is a bigger priority: maxing out HSA contributions for the future or using those funds for other retirement investments.

Step 1: Make a list

Lily and Maria sit down at the dinner table and list the medical and prescription drug expenses they know about in advance. This is what they came up with:

- Two annual physicals plus routine vaccinations
- Four oncologist appointments
- 12 physical therapy appointments
- Blood pressure medication

Step 2: Compare contributions

Lily and Maria compare the SimplePay Health Plan and Cigna Smart Plan, using information from the benefits website.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Workmate-paid contributions (annual)	$420	$0
Workday HSA funding	Health Savings Account contribution: $2,000 for employee + dependent coverage	N/A

Step 3: Factor in the medical expenses

Next, Lily and Maria review the medical plan comparison chart to figure out how much each known medical expense will cost them assuming they stay in network.

Medical Plan

Scenario 5: Lily and Maria—Covered spouse, late career, specialized medical needs

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Annual physical	$0	$0
Oncologist visit (4)	$928 ($232 per visit x 4 visits)	$120 (Tier 1: $30 per visit x 4 visits)
Physical therapist visit (12)	$720 ($60 per visit x 12 visits)	$480 (Tier 2: $40 visit x 12)
Blood pressure medication (12 generic 30-day supplies)	$12 ($1 per prescription x 12 months)	$12 ($1 per prescription x 12 months) Note: If retail cost is less than plan copay; member pays lower cost.
Lily and Maria's Out-of-Pocket Cost	$1,660	$612

Step 4: Add the costs, and consider the Workday HSA funding

The Cigna Smart Plan comes with Workday funding for an HSA, whereas the SimplePay Health Plan doesn't.

	CIGNA SMART PLAN	SIMPLEPAY HEALTH
Workmate-paid contributions (annual)	$420	$0
2024 medical costs	$1,660	$612
Less Workday HSA funding	$2,000	N/A
Lily and Maria's 2024 estimated cost	$80	$612

Step 5: Make a decision and enroll

They decide to stick with the Cigna Smart Plan because it saves them money, they can continue maxing out their HSA contributions, and save in the last few years before their retirement. To make sure their retirement strategy is on track between their HSA, 401(k), and other investments, the couple calls Northstar for free guidance from a financial planner.