Employee FAQ

Health Savings Accounts (HSAs)

What is a health savings account?
An HSA is an account that lets you set aside money before taxes to pay for medical expenses for yourself, your spouse and eligible dependents.

Who are eligible dependents?
Any HSA eligible dependents you claim on your tax return (your children or a qualifying relative dependent).

Who can enroll in an HSA?
Anyone enrolled in a high-deductible health plan (HDHP).

What is a high-deductible health plan?
An HDHP is health insurance that typically has higher deductible amounts and lower premiums. Be aware the IRS sets limits for deductible amounts and out-of-pocket maximums.

Is there a tax benefit with an HSA?
You can save money on taxes by using an HSA. The money put into an HSA isn't taxed, it grows without being taxed, and they can spend it on medical expenses without paying taxes. This helps them save more for healthcare costs.

What is an HSA "catch up" contribution?
If you are 55 or older, you may contribute an extra $1,000 over the HSA annual limit each year.

Do I lose my money if I don't spend all of my HSA in one year?
No! There is no use-it-or-lose it rule with an HSA. Your unused HSA funds rollover every year and continue to earn interest tax free. It's one of the many great benefits of an HSA.

Can I invest my HSA funds?
Yes. This is another tax advantage of the HSA. When your HSA meets the investing minimum amount (investment threshold), you can begin investing and all growth will be tax-free.

What happens to my HSA if I change jobs?
Your HSA is your account and it stays with you, even if you leave your employer. You can continue to contribute to and use your HSA including through retirement.

NOTE: Continuing contributions is dependent on meeting eligibility requirements as defined by the IRS. (For example, you cannot be a dependent on someone else's tax return or enrolled in Medicare.)

Can you combine an HSA with an FSA?
You can combine an HSA with a Limited Purpose Flexible Spending Account (LPFSA). The LPFSA can be used for dental and vision expenses, allowing you to use your HSA funds for healthcare expenses or save them for the future. Having both an LPFSA and an HSA helps you maximize your savings.

How often can I adjust my HSA contribution?
You may make adjustments to your contributions at any time, as long as the change only affects future contributions.

Can I stop my contributions in the middle of the year if I need to?
Yes. You can make changes (change amount, start, or start contributions) at any time during the year.

Questions?

Contact 888-266-1732, Option 2 for Reimbursement Support.

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