



HOW IT WORKS: HEALTH SAVINGS ACCOUNTS

Understanding your HSA and how it works.

HSA: Is a savings account that allows you to pay for eligible medical, dental, vision and prescription expenses tax-free. By law, only individuals enrolled in a High-Deductible Health Plan (HDHP) can contribute to a Health Savings Account (HSA).



Contributing to your HSA

- An HSA account is provided for you through Anthem with \$0 fees.
- Funds can be taken directly from your paycheck via electronic transfer, or by depositing a check.



Using your HSA Funds

- HSA funds can be used to pay for qualified medical, dental, vision and prescription expenses.
- Use the debit card provided by Anthem to pay for such qualified expenses.

The HSA Advantage:

- Your HSA funds belong to you and roll over from year to year
- Contributions are TAX-FREE
- Your HSA is portable, meaning if you change jobs or health coverage, IT STAYS WITH YOU
- HSA funds can be used to pay for COBRA premiums or unemployment insurance
- HSA funds can be used to pay for eligible medical expenses for you and your dependents

HSA RULES

- You must be enrolled in the United Healthcare high deductible health plan (HDHP) to contribute
- You generally cannot have other health insurance that is not an HDHP
- You cannot be enrolled in Medicare
- You can't have received care from the Veteran's Administration within the last 3 months
- You cannot be eligible to be claimed as a dependent on someone else's tax return

- HSAs are controlled and owned by the individual or employee
- HSA contributions are non-taxable, and can be made by the HSA owner, an employer, a family member or any other person for months during which the owner is HSA-eligible
- HSA funds, including interest and earnings, accumulate tax-free from year to year
- HSAs are not subject to the "use it or lose it" rule applicable to health flexible spending accounts (FSAs)
- HSAs are portable, meaning individuals keep their HSAs even if they change jobs, change

HSA FACTS

HSA Maximum Contribution Limits

2025

- \$4,300 - Single Coverage
- \$8,550 - Family Coverage

2026

- \$4,400 - Single Coverage
- \$8,750 - Family Coverage