

## **General**

### **What is an HSA?**

An HSA is an individually owned account that allows you to set aside pre-tax dollars for medical expenses. To open an HSA, you must be enrolled in a High Deductible Health Plan (HDHP). Use the money in your HSA to pay for the plan's deductible, coinsurance, and other non-covered eligible expenses.

An HSA must be set up with a qualified custodian or trustee. Our custodian is HealthcareBank.

### **When is my HSA effective?**

If your HSA is established with the custodian after the first of the month, your HSA is effective the first of the following month.

Example: Your HSA is established with the custodian on January 15. Your HSA is effective February 1. If your HSA is established with the custodian on the first of the month, your HSA is effective that same day.

Example: Your HSA is established with the custodian on March 1. Your HSA is effective March 1.

### **Can I have multiple HSAs?**

You can contribute to more than one HSA, but the total of all HSA contributions cannot exceed the annual limit set by the IRS. See [Estimate your health savings account \(HSA\) contributions](#) for more information. If you have family coverage, you and your spouse can decide how to split the maximum annual contribution between your HSAs.

### **How can I update my payroll contributions?**

To update your payroll contributions, contact your employer.

### **When will my funds be available to use after they're deducted from my payroll?**

It can take up to seven business days from the date funds were deducted from your payroll for them to be posted to your account.

## **Requirements for participation**

### **Can I participate in both an HSA and a Medical Flexible Spending Account (FSA) or Health Reimbursement Arrangement (HRA)?**

You cannot contribute to an HSA if you meet any of the following criteria:

- Covered under another health plan that is not an HDHP
- Claimed as a dependent on someone else's taxes
- Covered by Medicare (Part A and/or Part B), Medicaid, or Tricare
- Covered under and eligible to receive reimbursements from another 213(d) plan (Medical FSA or HRA with 213(d) eligible expenses)
- Sub S Corporation owner, spouse, or dependent
- Sole-proprietor or 2% or more owner in a partnership, limited liability partnership, or limited liability corporation

### **Can I contribute to my HSA once I turn 65?**

You can continue contributing to your HSA once you turn 65 as long as you don't enroll in Medicare.

Keep in mind you're automatically enrolled in Medicare Part A if you sign up for Social Security benefits. Your HSA won't be affected if your spouse enrolls in Medicare, but you as the primary account holder do not. Once you enroll in Medicare, you can no longer contribute to your HSA but can continue using funds in the account for eligible expenses. See [Health Savings Account \(HSA\) and age 65](#) for more eligibility information.

## **Distributions**

### **Can I use my HSA funds for my spouse or tax dependents?**

You can use the funds for eligible expenses incurred by you as well as your legal spouse and tax dependents. You can use the funds for eligible expenses incurred by your legal spouse, regardless if you

file taxes jointly. You can use the funds for eligible expenses incurred by your tax dependents, regardless if they are covered under your HDHP or a separate plan (HDHP or non-HDHP). The HSA coverage level (single or family) is based on the HDHP coverage level of the account holder. The HSA coverage level only affects how much can be contributed, not whose eligible expenses funds can be used for on a tax-free basis.

**Can I combine my individual HSA with my spouse's individual HSA?**

No. If you open an HSA in your name, you can't transfer the funds to an HSA owned by another individual. However, you can stop contributing to your account and instead contribute the family maximum to your spouse's HSA.

**Fund management**

**I have funds in my interest-bearing account, so why is my benefits debit card declining?**

The debit card is only linked to the cash account. Consider raising your threshold so that more funds are kept in your cash account to cover your expenses. See [Growing your health savings account \(HSA\) funds through investments](#). It takes approximately five to seven business days for funds to move from the interest-bearing account to the cash account and vice versa.

**What is the fair market value of my account?**

The fair market value is the total dollar amount of the cash account and any invested funds.