Flexibility - You can use the funds in your account to pay for current medical expenses including expenses that your insurance may not cover, or save the money in your account for future needs, such as:

- Health insurance or medical expenses, if unemployed
- Medical expenses after retirement (before Medicare)
- Out-of-pocket expenses when covered by Medicare.
- Long-term care expenses and insurance

Savings - You can save the money in your account for future medical expenses and grow your account through investment earnings.

Control - You make all the decisions about: • How much money to put into the account. • Whether to save the account for future expenses or pay current medical expenses from the account. • Which company will hold the account. •Whether to invest any of the money in the account. • Which investment to make.

Portability - Accounts are completely portable, meaning you can keep your HSA even if you: • Change jobs • Change your medical coverage • Become unemployed • Move to another state • Change your marital status

Ownership - Funds remain in the account from year to year, just like an IRA. There are no "use it or lose it" rules for HSAs.

Tax Savings - An HSA provides you triple tax savings:

- Tax deductions when you contribute to your account
- Tax-free earnings through investment
- Tax-free withdrawals for qualified medical expenses

05/23

What Happens to My HSA When I Die?

If your spouse becomes the owner of the account, your spouse can use it as if it were their own HSA. If you are not married, the account will no longer be treated as an HSA upon your death. The account will pass to your beneficiary or become part of your estate (and can be subject to any applicable taxes).

Opening Your Health Savings Account

Banks, credit unions, insurance companies and other financial institutions are permitted to be trustees or custodians of these accounts.

Interest Bearing Checking Account

Checks available • MasterCard Debit Card available at no additional cost • $10 Annual Fee • Rates are variable and subject to change.

Need More Information About HSAs?

The U.S. Treasury web site has additional information about Health Savings Accounts, including answers to frequently asked questions, related IRS forms and publications, technical guidance, and links to other helpful web sites. The U.S. Treasury HSA web site can be accessed through www.ustreas.gov and click on Health Savings Accounts.

Health Savings

Serving Blue Earth, Brown, Nicollet, LeSueur, Watonwan & Waseca Counties

Health Savings Accounts

A Health Savings Account (HSA) is an account that you can put money into to save for future medical expenses. There are certain advantages to putting money into these accounts, including favorable tax treatment.

Who Can Have an HSA?

- Any adult can contribute to a HSA if they:
- Have coverage under a HSA-qualified "high deductible health plan" (HDHP)
- Have no other first-dollar medical coverage (other types of insurance, like specific injury insurance or accident, disability, dental care, vision care, or long term care insurance).
- Are not enrolled in Medicare.
- Cannot be claimed as a dependent on someone else's tax return.

Contributions to your HSA can be made by you, your employer, or both. However, the total contributions are limited annually. If you make a contribution, you can deduct the contributions (even if you do not itemize deductions) when completing your federal income tax return.

Contributions to the account must stop once you are enrolled in Medicare. However, you can keep the money in your account and use it to pay for medical expenses tax-free.

High Deductible Health Plans (HDHPs)

You must have coverage under a HSA-qualified "high deductible health plan" (HDHP) to open and contribute to a HSA. Generally, this is health insurance that does not cover first dollar medical expenses. Federal law requires that health insurance deductibles be at least:

2023 $ 1500 - Self-only Coverage
2023 $ 3,000 - Family Coverage

In addition, annual out-of-pocket expenses under the plan (including deductibles, co-pays, and co-insurance) cannot exceed:

2023 $ 7,500- Self-only Coverage
2023 $15,000- Family Coverage

In general, the deductible must apply to all medical expenses (including prescriptions) covered by the plan. However, plans can pay for "preventative care" services on a first-dollar basis (with or without a co-pay). "Preventive care" can include routine pre-natal and well-child care, child and adult immunizations, annual physicals, mammograms, pap smears, etc.

HSA Contributions You can make a contribution to your HSA each year that you are eligible. You can contribute up to $3,850* in 2023 if you have self-only coverage. You can contribute up to $7,750 in 2023 if you have family coverage.

Determining Your Contribution Your eligibility to contribute to a HSA for each month is generally determined by whether you have HDHP coverage on the first day of the month. Your maximum contribution for the year is the greater of: (1) the full contribution, or (2) the pro rated amount. The full contribution for the type of coverage you have on December 1. The pro rated amount is 1/2 of the maximum annual contribution for the type of HDHP coverage you have times the number of months you have that type of coverage. If your contribution is greater than the pro rated amount, and you fail to remain covered by an HDHP for the entire following year, the extra contribution above the pro rated amount is included in income and subject to an additional 10 percent tax.

Contributions can be made as late as April 15 of the following year.

2023 Contribution Limits
Single Coverage $3,850
Family Coverage: $7,750

Using Your HSA

You can use the money in the account to pay for any "qualified medical expense" permitted under federal tax law. This includes most medical care and services, and dental and vision care, and also includes over-the-counter drugs such as aspirin.

You can generally not use the money to pay for medical insurance premiums, except under specific circumstances, including:

- Any health plan coverage while receiving federal or state unemployment benefits.
- COBRA continuation coverage after leaving employment with a company that offers health insurance coverage.
- Qualified long-term care insurance.
- Medicare premiums and out-of-pocket expenses, including deductibles, co-pays, and coinsurance for:
  - Part A (hospital and inpatient services)
  - Part B (physician and outpatient services)
  - Part C (Medicare HMO and PPO plans)
  - Part D (prescription drugs)

Any amounts used for purposes other than to pay "qualified medical expenses" are taxable as income and subject to an additional 10% tax penalty. Examples include:

- Medical expenses that are not considered "qualified medical expenses" under federal tax law (e.g., cosmetic surgery).
- Other types of health insurance unless specifically described above. Medicare supplement insurance premiums.
- Expenses that are not medical or health-related.

After you turn age 65, the 10% additional tax penalty no longer applies. If you become disabled and/or enroll in Medicare, the account can be used for other purposes without paying the additional 10% penalty