



AM I ELIGIBLE FOR AN HSA?

Health Savings Account (HSA) is a bank account you may use to pay for eligible health care expenses. There are different rules for HSAs that define:

- Who is eligible to contribute to an HSA
- Who is eligible to use HSA funds

AM I ELIGIBLE TO CONTRIBUTE TO AN HSA?

The IRS has established specific rules regarding who may contribute to an HSA, or accept contributions to their HSA from another party, such as an employer or family member. Generally, you must be enrolled in an IRS-qualified High Deductible Health Plan (QHDHP) and not have any other non-QHDHP coverage to be eligible to open or contribute to an HSA.

The more specific rules are as follows:

- You must be enrolled in an **IRS-qualified HDHP**. For 2022, this means that the QHDHP must have:
 - » An in-network **minimum deductible** of \$1,400 for employees with Single coverage; and \$2,800 for those enrolled with dependent(s)
 - » An in-network **maximum out-of-pocket limit** of \$7,000 for employees with Single coverage; and \$14,000 for those enrolled with dependent(s)
 - » A **plan deductible** that applies to all eligible expenses, with the exception of preventive care services (e.g., annual routine physical)
 - » 100% coverage of in-network **preventive care services**.
- You may not be a **dependent on someone else's federal tax return**.
- You may not be enrolled in any **impermissible coverage**. This includes all of the following:
 - » Medicare (any Part of Medicare, including A, B, C or D)
 - » Any other employer-sponsored coverage, such as a plan through your spouse's employer, that is not a QHDHP
 - » General purpose Health Care Flexible Spending Account (FSA). This includes:
 - An FSA through your employer or your spouse's employer;
 - An FSA grace period which extends the Health Care FSA coverage period, unless the FSA balance at the end of the prior plan year is zero; and
 - Any FSA funded from a prior year carry over amount. In this situation the FSA carryover balance prevents you from being HSA eligible until the following plan year (assuming that balance does not carry over again to that following year).
 - Note that a Limited Purpose FSA designed to work with a QHDHP is permitted.
 - » TRICARE
 - » Health Reimbursement Arrangement (HRA) (a Post-Deductible HRA is permitted, as is a Retirement HRA)
 - » Medical benefits through the Department of Veterans Affairs during the preceding three (3) months (NOTE - Veterans enrolled in a QHDHP, with no other disqualifying coverage, and who have a service-connected disability may make or receive HSA contributions regardless of when they received VA benefits)

WHO IS ELIGIBLE TO USE MY HSA FUNDS?

If you have an HSA, you may access the funds in that account to pay for eligible HSA expenses even if you are no longer enrolled in a QHDHP. HSA funds can be used to pay for expenses incurred:

- After the date your HSA was initially opened
- By you, your spouse and any dependent children included on your tax return.

Family members who are not recognized as a tax dependent by the IRS, such as domestic partners and children over the IRS age limit for tax dependency, are not eligible to access your HSA account for their expenses.