Health Savings Account

The High Deductible Health Plan (HDHP) also allows you to open a Health Savings Account (HSA) with the bank of your choice. An HSA is a personal savings account you can use to pay for qualified out-of-pocket medical expenses with after-tax dollars.

You can use the money in your HSA to pay for qualified medical expenses now or in the future. Your HSA can be used for your expenses and those of your spouse and dependents, even if they are not covered by the HDHP.

Unlike a Flexible Spending Account, there is no "use it or lose it" rule — the money in your account will automatically roll over year after year. For additional information consult with the financial institution of your choice.

Who is Eligible to Open an HSA?

You are eligible to open and fund an HSA if you:

- Are enrolled in an HSA-eligible HDHP
- Are not covered by other non-high deductible health plans, such as your spouse's health plan, Health Care Flexible Spending Account, or Health Reimbursement Account
- Are not eligible to be claimed as a dependent on someone else's tax return
- Are not enrolled in Medicare or TRICARE
- Have not received Veterans Administration benefits

Opening an HSA

Austin College offers an HSA, which is administered by HSA Bank. Once you're enrolled in the HSA, you'll receive a debit card from HSA Bank for managing your HSA reimbursements. If you open an account with HSA Bank, you will be charged $1.75 monthly for account administration. Funds available for reimbursement are limited to the balance in your HSA. To view your account information, go to **hsabank.com**.

You (not Austin College) are responsible for maintaining all records and receipts for HSA reimbursements in the event of an IRS audit.

Always ask your doctor or provider to file charges with Blue Cross and Blue Shield so the network discount can be applied. Then, pay the provider with your HSA debit card based on the balance due after discount.

Please note: Pretax payroll deductions are only available for HSA accounts opened through HSA Bank. However, HSA accounts opened with any other financial institution will be with after-tax contributions.

Maximum Contributions

HSA contributions may not exceed the annual maximum amount established by the IRS. The annual contribution maximum is based on the coverage option you elect.

- Individual: $4,400
- Family (filing jointly): $8,750
- Employees age 55 and older are allowed to make an additional annual "catch-up" contribution of up to $1,000.