Health Savings Account

Why should I choose a health savings account (HSA)?

An HSA allows you to choose how much of your paycheck you'd like to set aside, before taxes are taken out, for healthcare expenses or use as a retirement savings tool. This plan offers tax savings that a 401(k) and IRA don't, making it a powerful option for diversifying your retirement portfolio.

It's yours

An HSA isn't a "use it or lose it" account. Unspent funds roll over every year, and the account remains yours even when you switch employers. When you reach age 65, you can withdraw money (without penalty) and use it for anything, including non-healthcare expenses.

Spend, save, and invest

Your funds can be spent on current eligible healthcare expenses, saved for future healthcare needs, or invested for retirement. Want to do all three? Set your investment threshold to mirror your deductible amount and invest any contributions above it to build your retirement nest egg.

Flexibility

You can adjust your payroll deductions or contributions at any time, no questions asked.

Save on taxes 3 ways

The money you contribute, your earnings from investments, and withdrawals for eligible expenses, are all tax-free.

Contribution Limits & IRS Regulations

The IRS sets the maximum dollar amount you can elect and contribute to an HSA. The 2026 annual contribution limit is:

Single coverage – $4,400

Family coverage – $8,750

Please note: If you're 55 years of age or older, you are eligible to make an annual catch-up contribution, which lets you contribute an additional $1,000 on top of the above annual contribution limits. To determine your contribution, we recommend setting a goal on what you plan to use your HSA for. Keep in mind you're not locked in to that decision and can change your contribution amount at any time.

What does it cover?

There are thousands of eligible items. The list includes but is not limited to:

- Copays, coinsurance, insurance premiums
- Doctor visits and surgeries
- Over-the-counter medications (first aid, allergy, asthma, cold/flu, heartburn, etc.)
- Prescription drugs
- Birthing and lamaze classes
- Dental, orthodontia, and vision expenses, such as frames, contacts, prescription sunglasses, etc.

Can I enroll?

You must be enrolled in a high-deductible health plan (HDHP) in order to enroll in the HSA. You're not eligible for an HSA if:

- You're claimed as a dependent on someone else's taxes.
- You're covered by another plan that conflicts with the HDHP, such as Medicare, a medical FSA, or select HRAs.
- You or your spouse are contributing to a medical FSA.

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