



HSA

health savings account

A Health Savings Account (HSA) is a special account set up by individuals to help pay for medical expenses. An HSA can only be used in conjunction with a Qualified High Deductible Health Plan (QHDHP).

Employees MUST be enrolled in Plan 2 offered by Marion County Public Schools.



Eligibility

- You can NOT be a dependent on another person's tax return.
- You can NOT be covered by any other Health Insurance.
- You can NOT be enrolled in Medicare.
- You can NOT be enrolled in a Medical Expense Flexible Spending Account (FSA).



Contribution Levels

Each year, the IRS determines the annual maximum HSA contribution allowed for both single and family coverage. Participants over the age of 55 may contribute additional funds to their HSA account.

- Single Coverage - \$3,600
- Family Coverage - \$7,200
- 55+ Catch Up Contribution - \$1,000

Any unused funds can be rolled-over and used for future medical expenses year after year.



HSA Banking Options

Employees are responsible for opening an HSA bank account at a bank of their choice **Pre-Tax Payroll Deduction Contribution** - Employees may have their HSA contribution payroll deducted by submitting the following information to Risk Management.

- Payroll Authorization Form
- HSA Bank Account Number
- HSA Bank Routing Number

Post-Tax Individual Contribution - Employees may set up an HSA and make contributions independently throughout the year, either as recurring deposits or as lump sum deposits.



Managing Your HSA

Health Savings Accounts can be used to cover the costs associated with many medical expenses. For example:

- Vision Exams, Dental Visits, Medical Copays, etc.
- Dependent medical expenses (regardless of if they are covered on your policy)

To better manage your HSA, utilize the following resources offered through Florida Blue.

- www.FloridaBlue.com - Member Account Set-Up
- Compare Rx Prices
- Care Comparison - Hospitals
- Treatment Cost Advisor - Procedures
- BCBSFL - Care Consultants - (888) 476-2227

For additional information about HSAs, please visit your MCPS Employee Desktop Portal and click on the Benefitfocus icon.