Perks of an HSA

* Pay for today’s eligible out-of-pocket healthcare expenses using tax-free money and put away something extra for tomorrow’s healthcare needs
* Pay fewer taxes this year and in retirement – earnings on your HSA funds are tax free, too
* Earn money while saving money with no “use it or lose it” risk

A Health Savings Account (HSA) is like a 457/401(k) plan for healthcare expenses. If you are covered by a qualified high-deductible health plan, such as ours, you may set aside pre-tax money in an HSA to pay for current and future healthcare expenses. An HSA is the smart, simple way to reduce your tax burden while building a healthcare “nest egg”.

How much can you contribute?

$3,350 annually if you have individual coverage

$6,750 annually if you have family coverage.

If you are 55 or older as of December 31, 2016, you may contribute an additional $1,000

|  |  |  |
| --- | --- | --- |
|  | **Without an HSA** | **With an HSA** |
| Medical Plan | **Moda Plan DMonthly** | **Moda Plan DAnnual** | **Moda Plan HMonthly** | **Moda Plan HAnnual** |
| Gross Pay (example) | $4,027.81  | $48,333.72  | $4,027.81  | $48,333.72  |
| Estimated Out-Of-Pocket Premium Costs\* | ($664.17) | ($7,970.04) | ($161.52) | ($1,938.24) |
| Monthly Contribution to HSA | $0.00  | $0.00  | ($300.00) | ($3,600.00) |
| Estimated Taxes\*\* | ($737.35) | ($8,848.20) | ($799.25) | ($9,591.00) |
| **Net Monthly Pay** | **$2,626.29**  | **$31,515.48**  | **$2,767.04**  | **$33,204.48**  |
| Estimated Personal Medical Expenses | ($150.00) | ($1,800.00) | ($150.00) | ($1,800.00) |
| Medical Expenses Paid by HSA | $0.00  | $0.00  | $150.00  | $1,800.00  |
| **Adjusted Monthly Pay** | **$2,476.29**  | **$29,715.48**  | **$2,767.04**  | **$33,204.48**  |
| Amount Saved in Medical Account | $0.00  | $0.00  | $150.00  | $1,800.00  |

\*Based on Family coverage for medical, dental and vision through Moda, Inc.

\*\* Taxes based on filing status of “married” with 1 deduction

How It Works

Simply decide how much you want to contribute, and funds are withdrawn from your paycheck for deposit into your HSA before taxes are deducted. Use your HSA to pay for everyday eligible healthcare expenses, and any balance accumulates each year to help build your healthcare nest egg. You can even invest your HSA balance and not pay taxes on your gains.

Unused funds are rolled over from year to year. The money in your account is yours to keep even if you change jobs, switch healthcare plans, or retire.

Wellness visit 100% covered

Primary Care services $30 copay versus 20%

Alternative Care both 20%