

We're **all** invested in your employee benefits



Health Savings Account details

For employees enrolling in the Select Health Savings Plan or Premier Health Savings Plan

For all employees who enroll in the Premier Health Savings Plan, Allina Health will make a generous \$600 **Health Savings Account** contribution for individual coverage, or a \$1,200 contribution for other coverage levels, by late January.

The Select Health Savings Plan *does not include* a Health Savings Account contribution from Allina Health.

Here are a few great reasons to consider a Health Savings Account:

- **Funds roll over.** You get to keep the money you have in your HSA at the end of the year. This includes the contribution from Allina Health (if you enroll in the Select Health Savings Plan) and any money you've contributed throughout the year.
- **Automatic account set-up.** Allina Health will automatically open an HSA in your name with Optum Financial when you enroll in an HSA plan.
- **Save on taxes.** Here's how:
 - Contributions are pre-tax if made through payroll deduction or you can deduct any post-tax contributions when you file your tax return. This lowers your taxable income.
 - What you spend on qualified medical expenses is tax-free, making your dollars go further.
 - If you invest your HSA dollars, all investment gains are tax-free.
- **It's flexible.** You can increase or decrease the amount you contribute to your HSA throughout the year. Pre-tax contributions may be made through payroll deduction, or post-tax contributions may be made directly through Optum Financial.
- **HSAs are a great way to help save for retirement.** HSAs earn interest and can be invested once you reach a balance of \$1,000. Once you're 65, you can also use your HSA for non-health care expenses. Funds used for non-health care expenses after age 65 are only taxed at your income tax rate, which is typically lower once you retire.
- **Pass it on.** You can designate a beneficiary for your HSA, just like a 401(k).

Who's eligible?

You are eligible to open an HSA if:

- you do not have other non-qualified group health coverage
- you are not currently enrolled in Medicare or TRICARE
- you are not claimed as a dependent on another person's tax return.

How much can you contribute?

- You can choose to contribute up to \$4,150 (individual coverage) or \$8,300 (all other coverage levels) to your HSA in 2024. Contributions from Allina Health count toward these limits.
- Those 55 or older can add an additional \$1,000.

Learn more about HSA guidelines in *HRCconnect*.