

Health Savings Accounts (HSAs)

What is an HSA and how does it work?

A health savings account (HSA) is a benefit that allows you to choose how much of your paycheck you'd like to allocate, in pre-tax dollars, for healthcare expenses, or use as a retirement savings tool.

What are the IRS guidelines the health plan must meet?

An HSA can only be opened with a health plan that meets the following IRS rules:

HDHP (self-only coverage)	2024	2025
Minimum deductible	\$1,600	\$1,650
Maximum out-of-pocket limit	\$8,050	\$8,300

HDHP (family coverage)	2024	2025
Minimum deductible	\$3,200	\$3,300
Maximum out-of-pocket limit	\$16,100	\$16,600

What expenses are eligible?

There are thousands of eligible items, including:

- 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 and orthodontia
- Vision expenses including frames, contacts, prescription sunglasses, etc.

HSA Contribution Limits

Contributions to an HSA can come from the account holder, the employer, or both. The HSA contribution limits for individual or family health plans change annually and are as follows:

Contribution Limits	2024	2025
Single	\$4,150	\$4,300
Family	\$8,300	\$8,550

Once age 55, individuals can contribute an additional \$1,000 annually towards their HSA account.

How do employees save on taxes?

HSAs have a triple-tax benefit for employees.

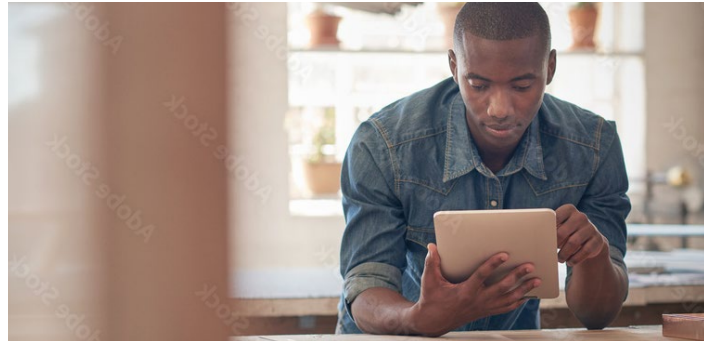
- Save money tax free
- Earn interest tax free
- Pay for eligible healthcare expenses tax free

What investment options are available?

With more than 5,000 funds to choose from, participants can choose their HSA investment strategy when they set up a brokerage account.

Is a debit card available?

Yes. At Open Enrollment, you must select an HSA-compatible HDHP plan. WEX will send your MHC/WEX Visa Debit Card by mail.



The WEX difference

Dedicated account team: WEX provides a dedicated team of experts with extensive years of public sector experience and knowledge to you.

Outstanding customer service: WEX customer service representatives receive training specific to MHC plan designs and programs so your employees will always receive a tailored experience.

We're here for you

1-866-451-3399

If you can't find the answers you're looking for online, give us a call. You can speak with one of our specially trained HSA customer service representatives.