



Health Savings Account (HSA) and Flexible Spending Account (FSA) At-a-Glance

Health Savings Account (HSA)

An HSA is a tax-advantaged savings account that allows you to pay for eligible medical expenses now while saving tax-free for future medical costs. Eligible health care out-of-pocket expenses include medical, dental, vision and prescription drug deductibles, cost-share and copays. You'll find a list of all eligible expenses in IRS Publication 502.

Your HSA account balance grows through:

- University contributions—the University will match 50 cents for every \$1 you contribute up to the maximum amounts indicated on page 10.
- Your pre-tax contributions
- Interest earned on your account balance
- Returns from investing the money in your account, once your balance is at least \$2,000.

Note: If you are enrolled in Medicare, you cannot contribute to an HSA. Contact a University of Idaho benefits specialist for more information.

2019 HSA Contribution Maximums

COVERAGE LEVEL	YOUR MAXIMUM CONTRIBUTION	UI'S MAXIMUM MATCHING CONTRIBUTION ¹	MAXIMUM CONTRIBUTION AMOUNT (YOU + UI)
Employee only	\$3,000	\$500	\$3,500
Family ²	\$6,000	\$1,000	\$7,000
Age 55 or older	Additional \$1,000	\$0	Additional \$1,000

¹ To receive the maximum UI matching contribution, contribute \$1,000 for Employee Only coverage or \$2,000 for Family coverage.

² Family coverage includes you plus your spouse; you plus one or more children; or, you plus your spouse or other eligible adult and one or more children.

2019 Flexible Spending Account Contribution Maximums

COVERAGE LEVEL	YOUR MAXIMUM CONTRIBUTION	UI'S MAXIMUM MATCHING CONTRIBUTION	MAXIMUM CONTRIBUTION AMOUNT (YOU + UI)
Employee only	\$2,700	None	\$2,700
Family	\$2,700	None	\$2,700

Note: Estimate your expenses carefully if electing a Flexible Spending Account. If you contribute more than you spend, you'll lose unused funds at the end of the year. Consider carefully if you will experience a life event that may affect your spending needs, such as getting married or your child entering kindergarten.