



2020 Health Savings Account (HSA)
Payroll Contribution Authorization Form

Submit form by email: benefits@broward.org or secured fax: 954-728-2777

Name
Division

Employee ID#
Your Phone #

SECTION 1

Are you enrolled in the Broward County's High Deductible Health Plan (HDHP)?

- Yes Go to Section 2
No Do not complete this form

SECTION 2

Health Savings Account Eligibility Checklist

- I can be claimed as another person's tax dependent.
I am enrolled in Medicare Part A and/or Part B.
I am enrolled in Tri-care.
I am enrolled under a non-HDHP health plan.

If you've checked one of the boxes in the eligibility checklist, you are NOT ELIGIBLE to participate in a Health Savings Account (HSA) based on IRS guidelines. However, the County's Contribution will be deposited in a Health Reimbursement Account (HRA). You are also eligible to participate in the employee-funded Flexible Spending Account (FSA).

If you did not check any of the above boxes Go to Section 3

SECTION 3

PAYROLL AUTHORIZATION

- I DO NOT wish to contribute to my HSA (new enrollees only)
I wish to START contributing to my HSA Biweekly Payroll Deduction \$
I wish to CHANGE my contribution to my HSA New Biweekly Payroll Deduction \$
I wish to STOP payroll deduction to my HSA

Contribution amounts may be changed with each pay period. Changes will be reflected in the following pay period.

Return completed forms by email: benefits@broward.org or fax 954-728-2777.

Authorization & Acknowledgement

I hereby authorize and request the Board of County Commissioners to reduce my pay on a per pay period basis as indicated above and to initiate credit entries and, if necessary, debit entries and adjustments for any credit entries in error to my Health Savings Account. I acknowledge that I understand the benefits, rights, and obligations made available to me under the plan and that the above deductions will be made on a pre-tax basis. I acknowledge that Broward County is not responsible or liable for any transaction, accounting, or tax responsibilities that I assume by opening this account.

Signature of Employee: Date:

Table with 4 columns: EBS USE ONLY, EFFECTIVE DATE, KEYED, AUDITED

FREQUENTLY ASKED QUESTIONS ABOUT HEALTH SAVINGS ACCOUNTS (HSA)

How much can I contribute to my HSA within the calendar year?

The maximum annual contribution is equal to the pre-defined amount updated by the federal government each year. Your maximum includes both yours and the County's contributions being made to the account. Please ensure that the total combined contributions do not exceed the maximum based on the tier of coverage. For more information please consult www.irs.gov or your tax advisor.

MEDICAL PLAN	TIER OF COVERAGE	COUNTY FUNDED (Prorated based on month benefits begin)	ELIGIBLE EMPLOYEE PRETAX CONTRIBUTUION - UNDER AGE 55	TOTAL 2020 CONTRIBUTION ALLOWED BY IRS	CATCH UP CONTRIBUTION FOR MEMBERS AGE 55+ ALLOWED BY IRS
HDHP BASE	Employee Only	\$1,200	\$2,350	\$3,550	\$1,000
HDHP OON	Employee + Dependents	\$2,400	\$4,700	\$7,100	\$1,000 per member age 55+ *

*Catch-up contributions are HSA contributions made in addition to any regular HSA contributions. You are eligible to make catch-up contributions if you meet the eligibility requirements for regular contributions and have attained age 55 by the end of your taxable year. **Only the employee's catchup contribution will be payroll deducted. Your spouse should make his/her catchup contribution in a separate HSA account.**

What are qualified HSA expenses?

Medical, pharmacy, dental and vision expenses as listed in the IRS tax code 502 <https://www.irs.gov/publications/p502>

Using my PayFlex card, what is the daily maximum I can withdraw from the HSA?

\$2,600

I am not enrolled in Medicare. My spouse and I are enrolled in a High Deductible plan separately. Do we share the same contribution limits? What would be our maximum contribution?

The contribution limit would be combined as a family limit. The maximum family contribution is \$7,000 and with a catchup limit of \$1000 respectively, if either is over age 55 years.

My Domestic Partner is my dependent under the County's medical plan. Can I use my HSA card for his/her medical expenses?

You cannot use your card to pay for your Partner's expenses. Your card cannot be used for anyone that is not eligible to be claimed as a dependent on your income tax.

What is the last month rule?

Under the last-month rule, if you are an eligible individual on the first day of the last month of your tax year (December 1 for most taxpayers), you are considered an eligible individual for the year. You are treated as having the same HDHP coverage for the entire year. If you fail to remain an eligible individual during the testing period, for reasons other than death or becoming disabled, you will have to include in income the total contributions made to your HSA that wouldn't have been made except for the last-month rule. You include this amount in your income in the year in which you fail to be an eligible individual. This amount is also subject to a 10% additional tax.

What happens to my HSA balance if I pass away?

You are encouraged to set up your account online and designate a beneficiary. If your spouse is the beneficiary, he or she may continue to use the funds for qualified expenses. If your beneficiary is anyone else other than your spouse, the balance is liquidated and the funds become taxable income to the beneficiary in the year in which you pass away.

I will be eligible for Medicare this year but don't plan to enroll until I retire. Can I continue to contribute to my HSA?

Yes. You may continue to contribute to your account, if you are not enrolled in Medicare Part A and or B. Since you are already Medicare eligible, make sure you stop your HSA contribution at least six (6) months before enrollment in Medicare.

What if I delay enrolling in Medicare at age 65 but start collecting my Social Security?

If you start collecting Social Security Income, you will automatically be enrolled in Medicare Part A and not be eligible to receive or contribute to a HSA. If you enroll in Medicare after turning 65, you are entitled to six months of retroactive benefits, but in no case, can your effective date be earlier than when you turn 65. Therefore, it is recommended that you do not contribute to a HSA for at least six months prior to your delayed enrollment.

What happens to the money I have saved in my HSA balance once I enroll in Medicare?

You may continue to use the funds for qualified medical, dental or vision expenses. However, you will not be allowed to contribute to the account.

This material has been prepared for informational purposes only based on 2017 IRS 969 Publication, and is not intended to provide nor be relied on for tax advice. For guidance about your specific situation, please consult your tax professional or the IRS.