

FCG Retiree HSA FAQ's

What is an HSA?

An HSA is a personal savings account designed to complement a qualified high-deductible health plan (HDHP). You can use an HSA to pay for medical, prescription drug, dental, vision and other qualified expenses now or later in life. The funds can even be invested, making it a great addition to your retirement portfolio. As a retiree, your contributions are on a post-tax basis.

What is a qualified High Deductible Health Plan (HDHP)?

For 2025, a qualified HDHP is a health plan with deductible amounts that are greater than \$1,650 for individual or \$3,300 for family coverage.

What expenses are eligible for reimbursement?

You can use your HSA to pay for eligible health care expenses, such as:

- Copays
- Deductibles
- Coinsurance
- Vision
- Dental
- Certain medical supplies

For a complete list of eligible expenses, go to **[Cigna.com/expenses](https://www.cigna.com/expenses)**.

Am I eligible to participate?

To contribute to an HSA, you must be:

- Enrolled in a qualified HDHP

In addition, you must not be:

- Covered under a secondary health plan that is not a qualified HDHP
- Enrolled in Medicare
- Another person's tax dependent

How much does the County contribute to my HSA?

The County contribution to your HSA for plan year 2025 is \$1,238 for individual or \$2,475 for a family.

How do I contribute money to my HSA?

Direct contributions can be made from your personal bank account.

Can I change my contributions to my HSA during the year?

Yes. Contact HSA Bank for changes to your HSA contributions made from your personal bank account.

How much can I contribute to my HSA?

Annual contributions from all sources may not exceed \$4,150 for individuals or \$8,300 for families in 2024. Individuals aged 55 and over may make up to an additional \$1,000 catch-up contribution annually.

Do I have to spend all my contributions by the end of the plan year?

No. Unused money in your HSA is always yours to keep, and it continues to grow.

How do I access the funds in my HSA?

Your HSA is like a checking account. Payments can be made via debit card or online bill pay. You may also pay for qualified expenses with personal funds and reimburse yourself later. An option to purchase a checkbook may also be available. There is no time limit for using HSA funds – if the expense was incurred after your HSA was opened, you can use your HSA funds for that expense. You are responsible for ensuring the money is spent on qualified purchases only and maintaining records to withstand IRS scrutiny.

What happens to the money in my HSA if I no longer have HDHP coverage?

Once you discontinue coverage under an HDHP and/or get secondary health coverage that disqualifies you from an HSA, you can no longer make contributions to your HSA. However, since you own the HSA, you can continue to use the remaining funds for future health care expenses.

Can I withdraw the money for non-health care purchases?

Yes.

Can I roll over or transfer funds from my HSA, medical savings account (MSA) or Archer MSA into an HSA?

Yes. Preexisting HSA funds or MSA monies contributed during active employment may be rolled into an HSA and will continue their tax-free status.

Can I control how the funds are invested?

Yes. Once your HSA cash account balance reaches the minimum amount required by the bank custodian, you can transfer funds to an HSA investment account. You can choose from a selection of mutual funds and set up an allocation model for future transfers, like you would for a 401(k) plan.

Can I transfer funds between the cash and investment accounts?

Yes. You can transfer money between your HSA cash and HSA investment accounts at any time. Only the funds in your HSA cash account can be used to pay for your health care expenses.