

2020 Health Savings Account (HSA) Contributions

Employees who elect the High Deductible Health Plan (HDHP) are required to establish a Health Savings Account (HSA). An HSA is a pre-tax savings account used to pay for eligible medical, dental, prescription and vision expenses. The IRS determines the maximum contribution amounts to the HSA on an annual basis.

2020 Maximum Contribution Amounts: \$3,550 for Single coverage and \$7,100 for Family coverage (or \$4,550 for Single coverage and \$8,100 for Family coverage for employees that will attain **age 55 in 2020**)

The employer and the employee may make contributions to the HSA up to the maximum contribution amounts. Employee contributions are voluntary and may be changed at any time throughout the calendar year.

2020 Employer Contribution: \$750 for Single coverage and \$1,500 for Family coverage. The employer contribution is pro-rated based on the number of months an employee is enrolled in the HDHP with HSA.

2020 Employee Contribution: The difference between the maximum contribution amount and the employer contribution. For an employee enrolled in a HDHP with HSA for the entire calendar year, the maximum employee contribution is \$2,800 for Single coverage and \$5,600 for Family coverage.

The tables below illustrate the employer's monthly HSA contribution based on the coverage effective date (pro-rated if coverage effective after January 1st). There are separate tables for monthly paid employees (12 paychecks) and biweekly paid employees (25 paychecks).

MONTHLY PAID EMPLOYEES				
Coverage Effective Date	SINGLE STATE GROUP HEALTH INSURANCE		FAMILY STATE GROUP HEALTH INSURANCE	
	Employer HSA Contribution	Employee Maximum HSA Contribution (per paycheck)	Employer HSA Contribution	Employee Maximum HSA Contribution (per paycheck)
January	\$750.00	\$233.33	\$1,500.00	\$466.67
		$(\$3,550 - \$750) \div 12$		$(\$7,100 - \$1,500) \div 12$
February	\$687.50	\$260.23	\$1,375.00	\$520.45
		$(\$3,550 - \$687.50) \div 11$		$(\$7,100 - \$1,375) \div 11$
March	\$625.00	\$292.50	\$1,250.00	\$585.00
		$(\$3,550 - \$625) \div 10$		$(\$7,100 - \$1,250) \div 10$
April	\$562.50	\$331.94	\$1,125.00	\$663.89
		$(\$3,550 - \$562.50) \div 9$		$(\$7,100 - \$1,125) \div 9$
May	\$500.00	\$381.25	\$1,000.00	\$762.50
		$(\$3,550 - \$500) \div 8$		$(\$7,100 - \$1,000) \div 8$
June	\$437.50	\$444.64	\$875.00	\$889.29
		$(\$3,550 - \$437.50) \div 7$		$(\$7,100 - \$875) \div 7$
July	\$375.00	\$529.17	\$750.00	\$1,058.33
		$(\$3,550 - \$375) \div 6$		$(\$7,100 - \$750) \div 6$
August	\$312.50	\$647.50	\$625.00	\$1,295.00
		$(\$3,550 - \$312.50) \div 5$		$(\$7,100 - \$625) \div 5$
September	\$250.00	\$825.00	\$500.00	\$1,650.00
		$(\$3,550 - \$250) \div 4$		$(\$7,100 - \$500) \div 4$
October	\$187.50	\$1,120.83	\$375.00	\$2,241.67
		$(\$3,550 - \$187.50) \div 3$		$(\$7,100 - \$375) \div 3$
November	\$125.00	\$1,712.50	\$250.00	\$3,425.00
		$(\$3,550 - \$125) \div 2$		$(\$7,100 - \$250) \div 2$
December	\$62.50	\$3,487.50	\$125.00	\$6,975.00
		$(\$3,550 - \$62.50) \div 1$		$(\$7,100 - \$125) \div 1$

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NOTES:

- **Crafts workers:** Not eligible for the employer contribution; however, must still enroll in the HSA if an HDHP is elected.
- **Academic Year Employees** (paid monthly over 9 months): receive the employer contribution over 12 months (if enrolled in the HDHP for the full calendar year).
- **First Paycheck with 2020 Contributions:** January 2, 2019 (monthly and biweekly paid employees).
- **Biweekly Paid Employees:** The employer contributions are only made on the A and B payrolls (25 in 2020).
- **University Staff Temporary Employees:** HSA contributions are post-tax.

BIWEEKLY PAID EMPLOYEES				
	SINGLE STATE GROUP HEALTH INSURANCE \$750 ÷ 25 paychecks = \$30 per A & B payroll		FAMILY STATE GROUP HEALTH INSURANCE \$1,500 ÷ 25 paychecks = \$60 per A & B payroll	
Coverage Effective Date	Employer HSA Contribution	Employee Maximum HSA Contribution (per paycheck)	Employer HSA Contribution	Employee Maximum HSA Contribution (per paycheck)
December B 2019	\$750	\$112.00	\$1,500	\$233.33
		$(\$3,550 - \$750) \div 25$		$(\$7,100 - \$1,500) \div 25$
January A	\$720	\$113.20	\$1,440	\$235.83
		$(\$3,550 - \$720) \div 24$		$(\$7,100 - \$1,440) \div 24$
January B	\$690	\$124.35	\$1,380	\$248.70
		$(\$3,550 - \$690) \div 23$		$(\$7,100 - \$1,380) \div 23$
February A	\$660	\$131.36	\$1,320	\$262.73
		$(\$3,550 - \$660) \div 22$		$(\$7,100 - \$1,320) \div 22$
February B	\$630	\$139.05	\$1,260	\$278.10
		$(\$3,550 - 630) \div 21$		$(\$7,100 - \$1,260) \div 21$
March A	\$600	\$147.50	\$1,200	\$295.00
		$(\$3,550 - \$600) \div 20$		$(\$7,100 - \$1,200) \div 20$
March B	\$570	\$156.84	\$1,140	\$313.68
		$(\$3,550 - \$570) \div 19$		$(\$7,100 - \$1,140) \div 19$
April A	\$540	\$167.22	\$1,080	\$334.44
		$(\$3,550 - \$540) \div 18$		$(\$7,100 - \$1,080) \div 18$
April B	\$510	\$168.89	\$1,020	\$357.65
		$(\$3,550 - \$510) \div 17$		$(\$7,100 - \$1,020) \div 17$
May A	\$480	\$191.88	\$960	\$383.75
		$(\$3,550 - \$480) \div 16$		$(\$7,100 - \$960) \div 16$
May B	\$450	\$206.67	\$900	\$413.33
		$(\$3,550 - \$450) \div 15$		$(\$7,100 - \$900) \div 15$
June A	\$420	\$223.57	\$840	\$447.14
		$(\$3,550 - \$420) \div 14$		$(\$7,100 - \$840) \div 14$
June B	\$390	\$243.08	\$780	\$486.15
		$(\$3,550 - \$390) \div 13$		$(\$7,100 - \$780) \div 13$
July A	\$360	\$265.83	\$720	\$531.67
		$(\$3,550 - \$360) \div 12$		$(\$7,100 - \$720) \div 12$

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July B	\$330	\$292.73	\$660	\$585.45
		$(\$3,550 - \$330) \div 11$		$(\$7,100 - \$660) \div 11$
August A	\$300	\$325	\$600	\$650.00
		$(\$3,550 - \$300) \div 10$		$(\$7,100 - \$600) \div 10$
August B	\$270	\$364.44	\$540	\$728.89
		$(\$3,550 - \$270) \div 9$		$(\$7,100 - \$540) \div 9$
September A	\$240	\$413.75	\$480	\$827.50
		$(\$3,550 - \$240) \div 8$		$(\$7,100 - \$480) \div 8$
September B	\$210	\$477.14	\$420	\$954.29
		$(\$3,550 - \$210) \div 7$		$(\$7,100 - \$420) \div 7$
October A	\$180	\$561.67	\$360	\$1,123.33
		$(\$3,550 - \$180) \div 6$		$(\$7,100 - \$360) \div 6$
October B	\$150	\$680	\$300	\$1,360.00
		$(\$3,550 - \$150) \div 5$		$(\$7,100 - \$300) \div 5$
November A	\$120	\$857.50	\$240	\$1,715.00
		$(\$3,550 - \$120) \div 4$		$(\$7,100 - \$240) \div 4$
November B	\$90	\$1,153.33	\$180	\$2,306.67
		$(\$3,550 - \$90) \div 3$		$(\$7,100 - \$180) \div 3$
December A	\$60	\$1,745	\$120	\$3,490.00
		$(\$3,550 - \$60) \div 2$		$(\$7,100 - \$120) \div 2$
December B	\$30	\$3,520	\$60	\$7,040.00
		$(\$3,550 - \$30) \div 1$		$(\$7,100 - \$60) \div 1$