

2020 Health Savings Account (HSA) Chart

HSA Contribution Eligibility

- Must be enrolled in a high deductible health plan (HDHP) to contribute
- Generally cannot have other health insurance that is not an HDHP
- Cannot be enrolled in Medicare or Tricare
- Can't have received care from the Veteran's Administration within the last 3 months (other than preventive care for all veterans or VA hospital care and medical services for veterans with a service-connected disability)
- Cannot be eligible to be claimed as a dependent on someone else's tax return

HDHPs: Minimum Deductibles and Maximum Out-of-Pocket Expenses*

Year	Self-Only HDHP Minimum Deductible	Self-Only HDHP Maximum Out-of-Pocket Expenses	Family HDHP Minimum Deductible	Family HDHP Maximum Out-of-Pocket Expenses
2019	\$1,350	\$6,750	\$2,700	\$13,500
2020	\$1,400	\$6,900	\$2,800	\$13,800

*Confirm with the health insurance company that the plan is an HDHP.

HSA Contribution Limits

Year	Self-Only HDHP under age 55	Self-Only HDHP age 55+	Family HDHP under age 55	Family HDHP age 55+
2019	\$3,500	\$4,500	\$7,000	\$8,000
2020	\$3,550	\$4,550	\$7,100	\$8,100

Contributions are generally pro-rated for the number of months the individual is enrolled in an HDHP. Contributions can be made by the individual, the employer or anyone, but the annual contribution limit above applies. The contribution deadline is the tax-filing deadline, not including extensions (i.e., April 15th).

HSA Tax Benefits & Advantages

Control	Owned and controlled by the individual, not the employer.
Death of HSA Owner	Spouse beneficiary automatically treated as new HSA owner. Non-spouse beneficiary must include HSA value at death as taxable income, but no 20% penalty.
Distributions	Tax-free for qualified medical expenses of the individual, spouse or dependents. Distributions not used for qualified medical expenses are taxable as ordinary income plus a 20% penalty unless due to death, disability, or age 65+.
Employee/Individual Contributions	Tax deductible as an above-the-line deduction (reduces AGI), regardless of individual's tax-filing status or income.
Employer Contributions	Tax deductible to employer and must be "comparable." Employees do not include employer HSA contributions in income.
Investment Gains	Tax-free, if used for qualified medical expenses.
Portability between HSAs	HSA funds can be rolled over or transferred to another HSA (once-per-year rule and 60 day rule applies to rollovers).
Portability from an IRA	IRA funds cannot be rolled over or transferred to an HSA. There is a one-time exception for a qualified HSA funding distribution (QHFD).
Qualified HSA Funding Distribution	A QHFD is a tax-free direct transfer from an IRA to an HSA. It is a one-time only transfer from an IRA that is limited to an individual's maximum HSA contribution for the year. Only pre-tax IRA funds can be transferred (exception to the IRA pro-rata rule). Does not apply to ongoing SIMPLE or SEP IRAs. After a QHFD, individual must remain HSA eligible for a 1-year testing period to avoid taxes and penalties.
Use-It-Or-Lose-It Rule	N/A - Unused HSA funds continue to belong to the owner