

TAX ADVANTAGED PLANS

HealthEquity® Health Savings Account (HSA)

Building Health Savings™

The College offers an HSA paired with the High Deductible Health Plan (HDHP). HealthEquity is the administrator of the HSA plan. Employees can make tax-free contributions to a federally insured savings account, that can empower you to maximize savings while building a reserve for the future. This account is not a spending account, but is a savings account that can continue to grow for many years. With an HSA, the employee owns the account and the contributions. Unlike FSAs, the entire HSA balance rolls over each year and remains yours even if you change health plans, retire or leave the College.

Employees may only participate in the HSA by enrolling in the HDHP. Funds in the HSA account are available as the employee makes their contributions. For plan year 2024, the College and the FCSRMC will make additional contributions into employees' HSA accounts based on the table below:

Employee Contribution	FCSRMC Contribution	FSCJ Contribution	Combined Contribution
Employee Only	\$300	\$750	\$1,050
Employee + 1	\$600	\$750	\$1,350
Employee + Family	\$900	\$750	\$1,650

FSCJ Contribution Prorated Funding Table

FSCJ Contribution	January - March	April - June	July - September	October - December
Employee	\$750	\$563	\$375	\$188

FCSRMC Contribution Prorated Funding Table

FCSRMC Contribution	January - March	April - June	July - September	October - December
Employee Only	\$300	\$225	\$150	\$75
Employee + 1	\$600	\$450	\$300	\$150
Employee + 2	\$900	\$675	\$450	\$225

To take full advantage of tax savings and to build a reserve for the future, it is suggested that you maximize your contributions as set by the IRS. For 2024, the maximum contribution amount is \$4,150 for individual and \$8,300 for family. At age 55, an additional \$1,000 is allowed annually. **Note: The contribution maximum includes FSCJ and FCSRMC contributions.**

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Employees will receive a HealthEquity debit card for easy access to their funds. Employees will need to request a PIN# after the card is received. However, the card can simply be used as a credit card if you choose. Employees will be issued a card for themselves and their spouse (if the spouse is covered on the employees' health plan). The employee can request up to three additional cards with no extra fees. Any cards ordered over the three allowable cards are \$5 each.

HSA Eligibility

- You are covered by an HSA-qualified medical plan
- You have no other health coverage (such as other health plan, Medicare, military health benefits, medical FSAs)
- You cannot be claimed as a dependent on another person's tax return

Advantages to choosing an HSA plan

- Lower monthly dependent health insurance premiums
- Money put into your HSA is not taxed and earns tax-free interest on HSA balances
- HSA funds used for qualified medical expenses are not taxed
- You can invest your HSA funds for increased tax-free earning potential
- Participation in the FSA Dependent Care Account is allowed

You can easily compare plans by visiting the online Comparison Tool at comparemyhsa.com/FSCJ/start.

There is a free mobile app available at the Apple App Store and Google Play to allow easy access to your account wherever you are. To learn more about the benefits of an HSA, visit healthequity.com.





Humana

When you select a provider from the **Humana Insight Network**, this plan covers the visual care described (examination, professional services, lenses and frames) at little expense to you except a co-pay of \$10 for the vision examination and \$15 for any prescribed materials. There is a \$150 (+20%) retail frame allowance or you can choose to use the \$150 retail amount for contact lens. Any additional care, service and/or materials not covered by this plan may be arranged between you and your provider.

Service	Co-payment
Vision exam including Diabetes screening	\$10.00 co-pay
Prescribed materials (frames/lenses)	\$15.00 co-pay
Contact lenses	\$150.00 retail allowance
2nd pair of eyeglasses	20% discount

Frequency
Vision exam: Once every 12 months
Lenses: Once every 12 months
Frame: Once every 24 months

LASIK: Members may also receive 15% off retail price or 5% off promotional price for LASIK or PRK from the US Laser Network, owned and operated by LCA Vision. Since LASIK or PRK vision correction is an elective procedure, performed by specialty-trained providers, this discount may not always be available from a provider in your immediate location.

SAVINGS! SEE THE DIFFERENCE

Besides checking for changes in your vision, your eye doctor can check for common eye conditions like glaucoma. An eye exam can also uncover other health issues, such as high blood pressure and diabetes. If you have diabetes, most Humana Vision plans have additional coverage for the care and testing you need to help manage your condition.

**Member Services may be reached at 1 (877) 398-2980
Mon – Sat 7:30 a.m.-11 p.m. EST and Sun 11 a.m.-8 p.m. EST.**