



## **Presbyterian Senior Living (PSL) – Health Savings Account (HSA) Contribution**

### **Employee Contribution:**

- A health savings account (HSA) is an account you fund with pretax money and use to pay for qualified healthcare expenses.
- To be eligible for the HSA you must be enrolled in the High Deductible Health Plan (HDHP) through Presbyterian Senior Living.
- You decide how much to contribute to your HSA account, subject to IRS limits. The contribution is pretax dollars through Presbyterian Senior Living (PSL) payroll deductions.
- If you do not receive a bi-weekly paycheck through PSL payroll, the employee contribution will not be made.
- It is a voluntary contribution so you may elect to decline contributing to the HSA.

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### **Employer Contribution:**

- PSL will be contributing up to \$600 for member only and \$1200 for family to the HSA annually, which will be provided incrementally over the course of the year.
- The contribution will occur regardless if you make the employee contribution to the HSA through bi-weekly payroll deductions.
- PSL will contribute \$25 (member only) or \$50 (family) per bi-weekly payroll. The contribution will start the first payroll of your HDHP benefits effective date.
  - If you have a mid-year benefit life event that results in termination of HDHP plan, the HSA contribution (employee and employer) will cease.
- If you do not receive a bi-weekly paycheck through PSL payroll, you may not be eligible for the PSL HSA employer contribution.
- If you are on an approved Family and Medical Leave Act (FMLA) Leave of Absence (LOA), you will receive the PSL employer bi-weekly HSA contribution. This will be regardless if the LOA is paid or unpaid. The HSA contribution will be processed through the PSL payroll.
- If your LOA status transitions from FMLA to Non-FMLA mid-pay or mid-month, you will be eligible to receive the employer HSA contribution for that entire month.
- The HSA contribution will show on your pay statement in 'My HR'.
  - Myself>Pay>Pay History>Pay Date> Earnings>HSA Contribution
- If there is a missed HSA employer contribution while you are on an approved FMLA Leave of Absence, PSL will ensure that your account and contributions are updated timely and as soon as administratively possible.



- Visit the PSL Benefits resource page at [www.presbyterianseniorliving.org/benefits](http://www.presbyterianseniorliving.org/benefits) for additional information on the HSA Plan.
- Health Equity is the HSA administration partner for PSL. Visit <https://www.healthequity.com> to create your on-line account and view your contribution summary.