

2021 HSA

(Health Savings Account) Guidelines



IRS GUIDELINES FOR HSAs IN USE WITH ANY QUALIFIED HIGH DEDUCTIBLE HEALTH PLAN (HDHP)*

QUESTIONS?

Contact your BCBSND representative.

	2020	2021
Contribution Limits	<ul style="list-style-type: none"> Individual: \$3,550 Family: \$7,100 	<ul style="list-style-type: none"> Individual: \$3,600 Family: \$7,200
Catch-Up Contributions	<ul style="list-style-type: none"> \$1,000 for individuals age 55 or older 	<ul style="list-style-type: none"> \$1,000 for individuals age 55 or older
Minimum Deductible Amounts	<ul style="list-style-type: none"> Individual: \$1,400 Family: \$2,800 	<ul style="list-style-type: none"> Individual: \$1,400 Family: \$2,800
Maximum OOPM Limits	<ul style="list-style-type: none"> Individual: \$6,900 Family: \$13,800 (result of ACA changes; OOPM cannot exceed \$8,150) 	<ul style="list-style-type: none"> Individual: \$7,000 Family: \$14,000 (result of ACA changes; OOPM cannot exceed \$8,150)
Prorating Limit on Contributions	<ul style="list-style-type: none"> 13-month test period starting December 1 Proration applies 	<ul style="list-style-type: none"> 13-month test period starting December 1 Proration applies
Transferring IRA to HSA	<ul style="list-style-type: none"> One-time, trustee-to-trustee (must be direct) Must remain eligible for HSA for a 13-month test period following transfer Funds transferred apply to maximum contribution limit 	<ul style="list-style-type: none"> One-time, trustee-to-trustee (must be direct) Must remain eligible for HSA for a 13-month test period following transfer Funds transferred apply to maximum contribution limit
Comparable Contributions	<ul style="list-style-type: none"> Must be available to all comparable participating employees' HSAs Considered comparable if same amount or same percentage of annual deductible limit Rules don't apply to contributions via cafeteria plan 	<ul style="list-style-type: none"> Must be available to all comparable participating employees' HSAs Considered comparable if same amount or same percentage of annual deductible limit Rules don't apply to contributions via cafeteria plan

Sources: www.IRS.gov; www.SHRM.org

www.BCBSND.com

*Blue Cross Blue Shield of North Dakota (BCBSND) qualified high deductible health plans (HDHPs) are designed to comply with IRS requirements so eligible enrollees may open a health savings account (HSA) with a bank of their choice. The HSA refers only and specifically to the HSA that is provided in conjunction with a particular bank or credit union, and not to the associated HDHP. HSAs are individual accounts offered by financial institutions, and are subject to eligibility and restrictions, including but not limited to restrictions on distributions for qualified medical expenses set forth in section 213(d) of the Internal Revenue Code. This communication is not intended as legal or tax advice. Please contact a competent legal or tax professional for personal advice on eligibility, tax treatment, and restrictions. Federal and state laws and regulations are subject to change.

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