

2023 HSA

(Health Savings Account) Guidelines



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

QUESTIONS?

Contact your BCBSND representative.

	2022	2023
Contribution Limits	<ul style="list-style-type: none"> Individual: \$3,650 Family: \$7,300 	<ul style="list-style-type: none"> Individual: \$3,850 Family: \$7,750
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: \$1,500 Family: \$3,000
Maximum OOPM Limits	<ul style="list-style-type: none"> Individual: \$7,050 Family: \$14,100 (result of ACA changes; OOPM cannot exceed \$8,150) 	<ul style="list-style-type: none"> Individual: \$7,500 Family: \$15,000 (result of ACA changes; OOPM cannot exceed \$9,100)
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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