2019 Health Savings Account Worksheet

A health savings account (HSA) will be established for you if you're enrolled in the ELCA-Primary Silver+ or Bronze+ health benefit option and are under age 65 on April 1, 2019. (Note: If you will be 65 or older on April 1, 2019 or will be 65 years of age or older within three months following your enrollment, you will not be eligible to participate in the HSA). You may want to set aside pretax dollars from your pay throughout the year into your HSA to pay for eligible health care expenses you, your spouse, or your eligible dependents incur in 2019 or the future.

Eligible health care expenses include:

- Medical, mental health, and prescription drug out-of-pocket expenses
- Dental and vision expenses
- Eligible over-the-counter items
- Certain insurance premiums for:
  - Health coverage continuation
  - Health insurance while receiving unemployment assistance
  - Medicare (except for Medicare supplemental coverage)
  - Long-term care insurance

Unlike a health flexible spending account (FSA), where your entire election is available to use for eligible expenses on your effective date, you can pay for eligible health care expenses from your HSA only with money already deposited into your account. You can start, stop, or change your HSA contribution at any time by signing in to myPortico. Visit myPortico to learn more about the HSA.

NOTE: You're not eligible for an HSA if you are enrolled in the ELCA-Primary Platinum+ or Gold+ option, are covered by another non-high deductible health plan (such as a spouse's health plan or health FSA), can be claimed as someone else's tax dependent, or will be 65 or older on or before April 1, 2019 or within three full months of enrolling in Silver+ or Bronze+ health benefit options.

Follow the steps below to determine how much to contribute to your HSA.

Step 1 — What out-of-pocket expenses are you likely to have?

Using the 2019 ELCA health benefit charts and the eligible expenses list available at *myPortico.PorticoBenefits.org*, estimate your family's out-of-pocket health care expenses for 2019.

- Medical, mental health, and prescription drug expenses $ _____
- Dental expenses $ _____
- Vision care expenses (prescription glasses and sunglasses, contact lenses, corrective vision surgery, etc.) $ _____
- Other expenses (hearing aids, long-term care premiums, etc.) $ _____

Step 1 Total $ _____

Step 2 — How much money will be contributed to your HSA from other sources?

- Employer annual contribution (check one) $ _____
  - ☐ $600 single[1] ☐ $1,200 single[1] ☐ $0
  - ☐ $1,200 family[2] ☐ $2,400 family[2] ☐ Other $_____
- Wellness dollars: $400 for you, $400 for your ELCA-Primary spouse $ _____

Step 2 Total $ _____

[1] Single coverage means only one person has ELCA-Primary health benefits.
[2] Family coverage means that you and one or more family members have ELCA-Primary health benefits.

Continued on page 2

Step 3 — What is the maximum amount that can be contributed to your HSA from all sources?

- 2019 maximum annual contribution (defined by the IRS) $ _____
  ☐ $3,500 single[1] ☐ $7,000 family[2]
- Will you be age 55 or older on Dec. 31, 2019? If yes, add $1,000. $ _____

Step 3 Total $ _____

Step 4 — Consider the numbers to determine how much you want to contribute.

You may contribute your own pretax money through payroll deduction to help cover this year's expenses and more, to save for future expenses, if you wish. Any unused HSA dollars remain in your account, so you don't need to use them in the year they are contributed.

- Compare the totals of Step 1 and Step 2. If Step 1 is greater, subtract Step 2 and write the difference. If Step 2 is greater, write zero. **You may want to contribute at least this amount to cover your estimated 2019 health care expenses.** **$** _____
- Subtract the Step 2 total from the Step 3 total, and write down the difference. **This is the maximum you can legally contribute to your HSA in 2019.** **$** _____

Step 5 — Consider a limited-purpose health FSA.

If you are a sponsored member with an HSA, a limited-purpose health FSA is another way you can set aside pretax money from your pay throughout the year to pay for eligible health care expenses. Only dental and vision expenses for you and your eligible dependents are eligible to be reimbursed by a limited-purpose health FSA before you meet the combined ELCA-Primary Silver+ or Bronze+ medical, mental health, and prescription drug deductible. (After you meet your deductible, you can also use this limited-purpose health FSA money to pay for eligible health care expenses.) If you have known dental or vision costs for 2019 (see Step 1) and want to save HSA dollars for the future or for other expenses, consider enrolling in a limited-purpose health FSA. For each sponsored member, the maximum annual contribution to a limited-purpose health FSA is $2,650 (The plan may increase the 2019 FSA maximum based on IRS guidance issued fall 2018.)

IMPORTANT: You must incur eligible expenses between Jan. 1, 2019, and Dec. 31, 2019, and file for reimbursement from your limited-purpose health FSA by April 30, 2020 (or within four months of termination of employment, if earlier). You will forfeit any unused FSA money. Changes to your election can only be made if you have a qualifying election change event.

Step 6 — Enter your elections on myPortico.

[1] Single coverage means only one person has ELCA-Primary health benefits.
[2] Family coverage means that you and one or more family members have ELCA-Primary health benefits.