



# EMPLOYEE BENEFITS

## Health Savings Account (HSA)



IVY TECH  
COMMUNITY COLLEGE

### What is a Health Savings Account (HSA) and How It Can Help You Save?

It's inevitable that you'll have healthcare costs whether it's a prescription, unexpected illness, or ongoing care. Health Savings Accounts (HSAs) are a smart way to save for these expenses, and a useful part of your Ivy Tech benefits package. By understanding your HSA benefit, you can make the most of your healthcare dollars today and in the future.



#### What is an HSA?

An HSA is a personal savings account with tax advantages for employees enrolled in high-deductible health plans (HDHPs) like the CDHP1 and CDHP2 offered by the College. When contributions are made, either by you or by the College, the funds are yours to keep and use for eligible health care expenses, including doctor visits and prescriptions.



#### What is the College's HSA benefit?

The College offers an HSA to employees enrolled in CDHP1 or CDHP2 who are eligible and elect to participate. You are not eligible if you are enrolled in other non-HDHP coverage, such as Medicare, Tricare, or a spouse's traditional plan.

The College contributes an amount equal to 30% of your plan's deductible throughout the year. You receive 50% of the contribution in a lump sum at the beginning of the year, or a pro-rated lump sum if your coverage began after January 1, and you receive the remaining amount in bi-weekly payroll contributions. This means that part of the College's contribution is available to you immediately.

You can also contribute through pre-tax payroll contributions. The IRS sets contribution limits each year. This total limit includes both your contributions and the College's contributions.

### Here's a breakdown of the contribution limits for 2026:

Health Plan	IRS Contribution Limit	College Annual Contribution	Employee Maximum Contribution	Special Catch-up Contribution
<b>CDHP1</b>				
Individual	\$4,400	\$900	\$3,500	Employees turning 55 in 2026 can contribute an extra \$1,000
Family*	\$8,750	\$1,800	\$6,950	
<b>CDHP2</b>				
Individual	\$4,400	\$600	\$3,800	Employees turning 55 in 2026 can contribute an extra \$1,000
Family*	\$8,750	\$1,200	\$7,550	

\*Family includes the following coverage levels: employee + spouse, employee + children, and family.



# EMPLOYEE BENEFITS

## Health Savings Account (HSA)



IVY TECH  
COMMUNITY COLLEGE

### What are the advantages of using an HSA?



**HSAs have a triple tax advantage:** contributions are pre-tax, funds grow tax-free AND withdrawals are tax-free when used for qualified health care expenses. This means your contributions are never taxed when used for eligible expenses.



**You own the funds.** There are no “use it or lose it” requirements, and unlike some other accounts, your HSA funds stay with you, even if you change jobs. In other words, the funds will never be forfeited.



**You can change your contribution amount at any time** – you don’t have to wait until the next Open Enrollment! This flexibility helps you adjust contributions if your health care needs or budget changes.



**Flexibility in retirement:** once you reach age 65, you can continue to make tax-free and penalty free withdrawals for eligible medical expenses including Medicare premiums. If withdrawn for non-eligible expenses, withdrawals are taxed as ordinary income with no penalties.

### Checklist to maximize your HSA benefit:

**Check your HSA balance.** The College partners with Chard Snyder to administer our HSA benefit. [Login to Chard Snyder](#) to check your balance. For login help, call Chard Snyder customer service at 800-982-7715.

**Check your HSA contribution amount.** Will you have enough in your HSA to pay your estimated health care expenses? Review your HSA contribution in Workday and adjust if needed to cover your expected expenses.

- You can find your current election in Workday under Personal > Benefits and Pay > Benefit Elections.
- You can update your current election in Workday using Change Benefits > HSA Contribution Change.

**Verify you have an HSA debit card.** Make sure you have a Chard Snyder HSA debit card to pay providers and the pharmacy directly. Contact Chard Snyder customer service to issue or replace your card.

**Only use your HSA for eligible expenses.** The IRS regulates which expenses are permitted. HSA eligible expenses are broader than just what is covered under your health plan. You can use your HSA for out-of-pocket costs for contacts, glasses, hearing aids, over-the-counter medications, and more! Check out an [expanded list here](#).

**Keep receipts.** Keep receipts for all HSA purchases in case the IRS requests proof.

**Invest Your Balance.** If you’ve accumulated a significant balance, consider whether investing it is right for you. Learn more in the Chard Snyder portal.