

# New 2012 guidelines for Health Savings Account (HSA)

Please see updated guidelines for 2012.

	2011 Guidelines	2012 Guidelines
Minimum deductible amounts	\$1,200 for individuals and \$2,400 for families.	\$1,200 for individuals and \$2,400 for families.
Maximum out-of-pocket limits	\$5,950 for individuals and \$11,900 for families.	\$6,050 for individuals and \$12,100 for families.
HSA contribution limits	Consumers can contribute up to the annual maximum amount as determined by the IRS. Maximum contribution amounts for 2011 are \$3,050 for individuals and \$6,150 for families.	Consumers can contribute up to the annual maximum amount as determined by the IRS. Maximum contribution amounts for 2012 are \$3,100 for individuals and \$6,250 for families.
Prorating of contribution limits	Prorating of the maximum contribution still no longer applies as long as the consumer was enrolled by Dec. 1 of the tax year and remains enrolled in a high-deductible health plan and eligible for an HSA for a 13-month test period. <sup>1</sup>	Prorating of the maximum contribution still no longer applies as long as the consumer was enrolled by Dec. 1 of the tax year and remains enrolled in a high-deductible health plan and eligible for an HSA for a 13-month test period. <sup>1</sup>
Timing for contribution limits	The maximum contribution limit will again be subject to an annual cost-of-living increase which will be communicated by June 1 of the preceding year by the U.S. Treasury.	The maximum contribution limit will again be subject to an annual cost-of-living increase which will be communicated by June 1 of the preceding year by the U.S. Treasury.
IRA to HSA transfer	Consumers are again able to make a one-time, tax-free trustee-to-trustee transfer of IRA funds into an HSA. The individual must remain enrolled in high-deductible health plan and eligible for an HSA for a 13-month test period after the fund transfer. Keep in mind that the amount of the contribution cannot be more than employees are eligible to contribute to their HSAs for the tax year.	Consumers are again able to make a one-time, tax-free trustee-to-trustee transfer of IRA funds into an HSA. The individual must remain enrolled in high-deductible health plan and eligible for an HSA for a 13-month test period after the fund transfer.
FSA or HRA to HSA transfer	Employers can again allow employees to make a one-time tax-free transfer of certain amounts from an FSA or HRA to an HSA (provided the FSA or HRA was available as of Sept. 21, 2006). The employee must remain enrolled in a high-deductible health plan (HDHP) and eligible for an HSA for a 13-month test period in order to treat the transfer as a pre-tax transaction. <sup>1</sup> Employers must follow all requirements by March 15, 2010, for 2009 rollovers, or prior to the end of any upcoming plan year between now and Dec. 31, 2011.	No longer available as of Jan. 1, 2012.
FSA 2 1/2 month grace period	Consumers in an FSA can contribute to an HSA (during the FSA grace period) if their FSA balance is zero at the end of the preceding year. Or, if the consumer is eligible and the employer permits, a consumer can transfer the FSA balance as a one-time transfer to their HSA.	Consumers in an FSA can contribute to an HSA if their FSA balance is zero at the end of the preceding year.
Comparable contributions	Employers may again under certain conditions be eligible to make higher contributions for “non-highly compensated employees” without a cafeteria plan. Employer contributions to an HSA based on completion of wellness activities would still require funding through a cafeteria plan.	Employers may again under certain conditions be eligible to make higher contributions for “non-highly compensated employees” without a cafeteria plan. Employer contributions to an HSA based on completion of wellness activities would still require funding through a cafeteria plan.

<sup>1</sup>If this 13-month requirement is not met, then the contributions become taxable and an additional 10% excise tax may be charged.



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