



**WILLIAMSON COUNTY GOVERNMENT**  
Benefits Department

**2019 Health Savings Account Employer Contributions and Incentives**

The IRS has strict guidelines on who is eligible to receive or make contributions to a Health Savings Account (HSA). To be eligible you;

- must be 18 years of age or older
- must not be covered under any health plan that is not a qualified High Deductible Health Plan (HDHP)
- must not be enrolled in Medicare
- may not be claimed as a dependent on another individual's tax return (does not include spouse)

It is the employee's responsibility to contact the Benefits Department to stop their employer and/or employee HSA contributions in the event any of these apply changing their eligibility.

**Employer HSA contributions:**

The 2019 employer contribution for employees that are enrolled in the HSA plan effective on January 1, 2019, will remain at a yearly maximum of \$500 for "employee only" and \$1,000 for "employee + 1" or "family" coverage.

The employer contribution will be made into your Health Savings Account in three equal deposits based on your enrollment in the Deductible Plan with the Health Savings Account for that quarter.

Deposits will be made as follows:

<b>Deposit Dates:</b>	<b>January 2019</b> 1 <sup>st</sup> Contribution	<b>May 2019</b> 2 <sup>nd</sup> Contribution	<b>September 2019</b> 3 <sup>rd</sup> Contribution	<b>Maximum Yearly Contribution</b>
<b>Employee Only</b>	\$166.66	\$166.67	\$166.67	\$500.00
<b>Employee + 1 or Family</b>	\$333.33	\$333.33	\$333.34	\$1,000.00

**Employee HSA contributions:**

HSA participants may start, stop, increase or decrease an election as of the first day of any month. **The 2019 Employee Contribution Change Form** is to be completed in full and returned to the Williamson County Benefits Department by the 15<sup>th</sup> of the month, before the beginning of the particular month in which the change is to become effective.

Maximum contribution limits into an HSA for 2019 is up to \$3,500 for an individual enrollment and \$7,000 for employee +1 and/or family enrollment. The contribution made by the employer and employee cannot exceed this allowed contribution.

Employees who are age 55 or older may make an additional catch-up contribution of up to a yearly maximum of \$1,000.

**Employee and Spouse Health Assessment Incentive:**

Employees and their enrolled spouse can each receive \$125 wellness incentive. Incentives are deposited into the employees HSA at completion of the health assessment . To receive the incentive;

1. Employee and/or spouse enrolled in the HSA plan as of January 1, 2019, must have a routine wellness physical that includes biometric screening results any time from January 1, 2019 – November 30, 2019.
2. Employee and/or enrolled spouse must complete the Health Assessment at [www.myCigna.com](http://www.myCigna.com). Health Risk Assessment must be completed in full with the biometric screening results no later than November 30, 2019.

- **My health at-a-glance-biometric screening results needed for my Health Assessment**

Contact Joy Heimermann at (615)595-1268 or by email at [joy.heimermann@williamsoncounty-tn.gov](mailto:joy.heimermann@williamsoncounty-tn.gov) (or [joy.heimermann@wcs.edu](mailto:joy.heimermann@wcs.edu) with questions regarding your Health Savings Account.