

### **Health Savings Accounts (added 11/22/16)**

The IRS allows employers, and eligible employees, to contribute to HSAs. The Town will contribute to a health savings account (HSA) for each employee who is eligible and signed up for health insurance through the town. Annually, the town board will contribute the full amount of the in-network deductible, provided that the deductible does not exceed 44% of the in-network, out-of-pocket maximum. Employees or Elected Officials may contribute pre-tax dollars to their HSA in addition to funds the town has contributed up to the combined allowable limit as determined by the IRS. Funds belong to the employee or elected official, subject to IRS regulations.

Newly hired employees are entitled to a prorated portion of the HSA funds based on their date of hire. The rate contributed would be proportional to the number of months left in the year the employee was hired. For example, if the HSA contribution from the town is \$2000 annually and the new employee begins work on October 1 (3/4 of the way through the year), the amount the town would contribute to the employee's HSA would be 1/4 of \$2000, or a total of \$500.