

## **Health Savings Account** <sup>[1]</sup>

### **HSA Basics**

**Watch the HSA basics course**

# *Health Savings Account (HSA)*

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*Overview of the advantages and use of the HSA.*

**Start Course**



[2]

Ver el curso básico de HSA

# *Cuenta de Ahorro para la Salud (HSA)*

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*Descripción general de las ventajas y el uso de la HSA.*

**Iniciar Curso**



[3]

Administered by Optum Bank <sup>[4]</sup>, a Health Savings Account (HSA) allows you to pay for qualified health care expenses Eligible Expense Purchases or services received that are allowed by the benefit provider and complies with IRS regulations. <sup>[5]</sup> now or in the future.

HSA offer three tax benefits: Tax-free saving, growth and spending on qualified health care expensesEligible ExpensePurchases or services received that are allowed by the benefit provider and complies with IRS regulations. <sup>[5]</sup> any time from today through your retirement.

You contribute to the savings plan through payroll deductions on a pre-tax basis. These contributionsContributionIn reference to Flexible Spending Accounts and Health Savings Accounts, it's the amount of money that you elect to be deducted from your paycheck to be deposited into your FSA or HSA account. <sup>[6]</sup> lower your taxable income, and when you spend the money on qualifying expensesEligible ExpensePurchases or services received that are allowed by the benefit provider and complies with IRS regulations. <sup>[5]</sup>, you will not be taxed.

The money you put into an HSA rolls over from year to year – the money is yours to keep saved or spend on qualified health care expensesEligible ExpensePurchases or services received that are allowed by the benefit provider and complies with IRS regulations. <sup>[5]</sup>. If you leave the university in any capacity, you will keep your HSA through retirement.

### Plan details

- Health Savings Account fact sheet <sup>[7]</sup>
- Find eligible expenses, claim forms and more <sup>[8]</sup>

## HSA Features & Considerations

## To contribute to an HSA, IRS regulations apply:

- You must be enrolled in CU Health Plan High Deductible
- You cannot be enrolled in Medicare or TRICARE
- You cannot be claimed as a dependent Dependent An employee's spouse, common-law spouse, civil union partner, domestic partner, children under the age of 27, and qualifying disabled children over age 27 of the employee or of the spouse/partner who are biological, legally adopted or for whom there are parental responsibility documents issued by a court. [9] on someone else's previous year tax return
- You cannot have another active medical plan, that is not an IRS qualified High Deductible Plan
- You cannot contribute to an HCFSAHCFSA (Health Care Flexible Spending Account) Used to pay for health care expenses for you and your tax dependents, which your medical, dental and vision insurance plans do not cover such as deductibles, copays, coinsurance, prescriptions and other out-of-pocket expenses. [10] and an HSAHSA (Health Savings Account) A tax-savings account that must be paired with a High-Deductible Health Plan, which can be used to pay for qualified health care expenses now or in the future. An HSA is a savings account that you own. The funds in an HSA carry forward year after year, even if you change employers or retire. [11] at the same time

## 2025 IRS Contribution Limits:

- \$4,300 for single coverage
- \$8,550 for family coverage (2+ members)
- \$1,000 additional for employee age 55 or older

## Additional information:

- You own your HSAHSA (Health Savings Account) A tax-savings account that must be paired with a High-Deductible Health Plan, which can be used to pay for qualified health care expenses now or in the future. An HSA is a savings account that you own. The funds in an HSA carry forward year after year, even if you change employers or retire. [11] so funds carry forward year after year, even if you change employers or retire.
- HSAHSA (Health Savings Account) A tax-savings account that must be paired with a High-Deductible Health Plan, which can be used to pay for qualified health care expenses now or in the future. An HSA is a savings account that you own. The funds in an HSA carry forward year after year, even if you change employers or retire. [11] runs on a calendar year and changes can be made at any time.??

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## Resources

*All the following documents are available in English and Spanish*

- Introduction to HSAs [12]
- Qualified Medical Expenses [13]
- Investing with your HSA [14]
- Frequently asked questions: HSAs [15]
- HSAs and Medicare [16]
- See more on Optum's homepage [4]

## Videos

- [What is an HSA?](#) <sup>[17]</sup>
- [How to use an HSA](#) <sup>[18]</sup>
- [Tax time and an HSA](#) <sup>[19]</sup>
- [Investing with an HSA](#) <sup>[20]</sup>
- [Optum Bank Mobile App](#) <sup>[21]</sup>

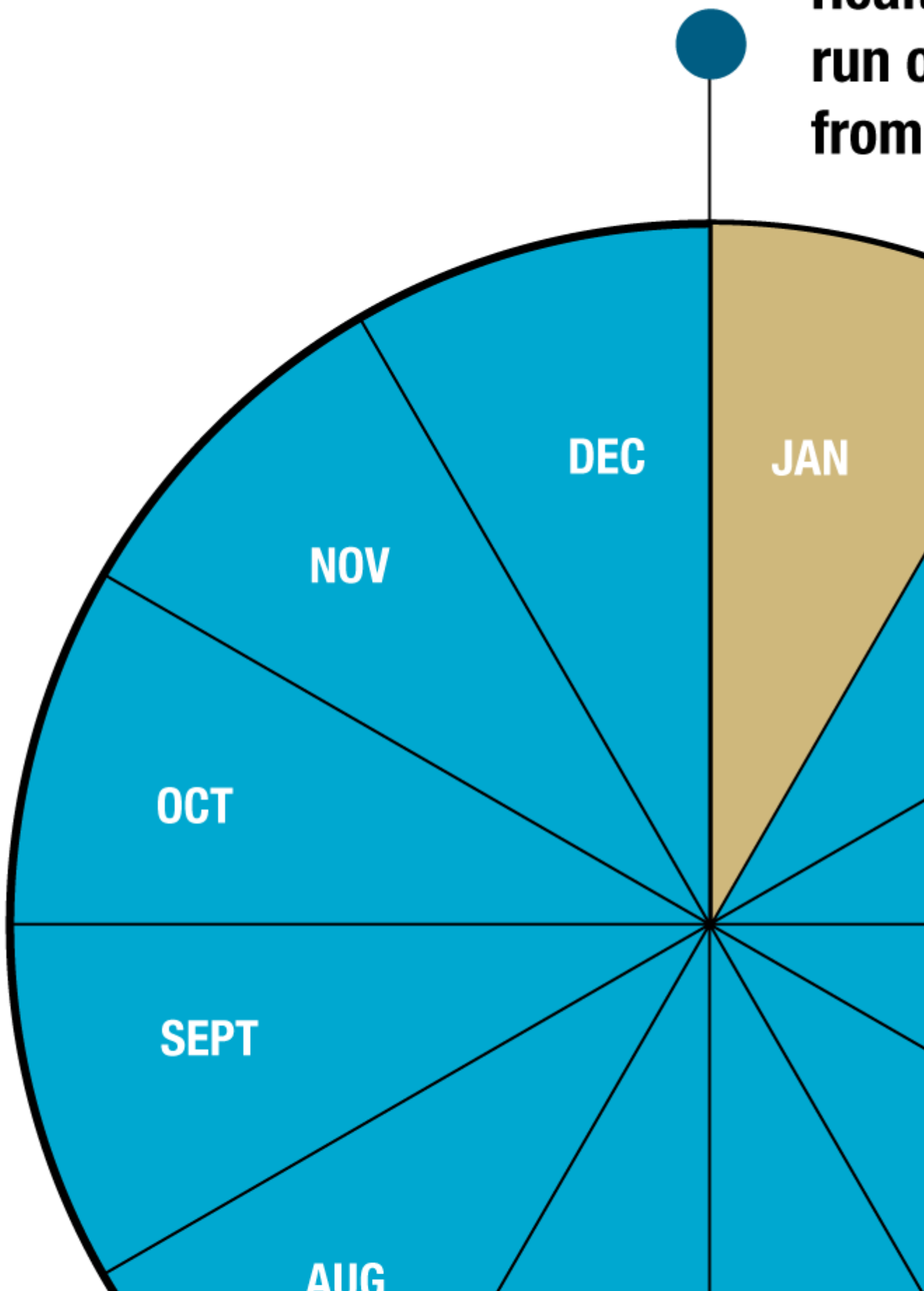
## Tools

- [Health Savings Checkup](#) <sup>[22]</sup>
- [Prescription Savings](#) <sup>[23]</sup>
- [Qualified Medical Expense Search](#) <sup>[24]</sup>
- [Health Savings Account Calculators](#) <sup>[25]</sup>, which include:
  - Maximum HSA Contribution
  - HSA Contribution Details and Tax Savings
  - HSA Future Value

## Determine your contributions

<sup>[26]</sup>[How much is deducted each month?](#) <sup>[27]</sup>

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## Update your contributions

- You can enroll, cancel or make changes to your contribution at any time. For assistance with these changes, please contact a benefit professional by calling 303-860-4200, opt 3, or by emailing [benefits@cu.edu](mailto:benefits@cu.edu) [28].
- **HSA Open Enrollment:** Employee Services offers an HSA Open Enrollment every November where you can go directly to your employee portal to enroll or update your contributions for the following calendar year. Go to the Benefits & Wellness area and select the Benefits Enrollment to enroll. [See instructions.](#) [29]
- You may also make lump sum contributions by submitting the [HSA Authorization Form](#) [30] to Employee Services.

## Website

Visit the [Optum website](#) [31] for more guides, videos and webinars.

### Groups audience:

Employee Services

### Right Sidebar:

ES: Benefits & Wellness - New Employee Sidebar

ES: Benefits & Wellness - Contact

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**Source URL:**<https://www.cu.edu/employee-services/benefits-wellness/new-employee/hsa-fsa/health-savings-account>

### Links

[1] <https://www.cu.edu/employee-services/benefits-wellness/new-employee/hsa-fsa/health-savings-account> [2] [https://www.cusys.edu/plans/2025/hsa\\_overview/story.html](https://www.cusys.edu/plans/2025/hsa_overview/story.html)  
[3] [https://www.cusys.edu/plans/2025/hsa\\_overview\\_spanish/story.html](https://www.cusys.edu/plans/2025/hsa_overview_spanish/story.html)  
[4] <https://www.optumbank.com/health-accounts/hsa.html> [5] <https://www.cu.edu/es-benefits-glossary/eligible-expense> [6] <https://www.cu.edu/es-benefits-glossary/contribution>  
[7] <https://www.cu.edu/docs/hsa-health-savings-account-fact-sheet> [8] <https://www.optumbank.com/all-products/medical-expenses.html> [9] <https://www.cu.edu/es-benefits-glossary/dependent>  
[10] <https://www.cu.edu/es-benefits-glossary/hcfsa-health-care-flexible-spending-account>  
[11] <https://www.cu.edu/es-benefits-glossary/hsa-health-savings-account>  
[12] <https://www.cu.edu/docs/introduction-hsas> [13] <https://www.cu.edu/docs/optum-hsa-qualified-medical-expenses> [14] <https://www.cu.edu/docs/optum-investing-your-hsa> [15] <https://www.cu.edu/docs/optum-frequently-asked-questions-hsa> [16] <https://www.cu.edu/docs/optum-hsas-and-medicare>  
[17] [https://players.brightcove.net/1475651770001/S1X7EpAuPZ\\_default/index.html?videoId=5804345150001](https://players.brightcove.net/1475651770001/S1X7EpAuPZ_default/index.html?videoId=5804345150001)  
[18] [https://players.brightcove.net/1475651770001/S1X7EpAuPZ\\_default/index.html?videoId=5804345444001](https://players.brightcove.net/1475651770001/S1X7EpAuPZ_default/index.html?videoId=5804345444001)  
[19] [https://players.brightcove.net/1475651770001/S1X7EpAuPZ\\_default/index.html?videoId=5804347040001](https://players.brightcove.net/1475651770001/S1X7EpAuPZ_default/index.html?videoId=5804347040001)  
[20] [https://players.brightcove.net/1475651770001/H1DiB48Rb\\_default/index.html?videoId=6186284865001](https://players.brightcove.net/1475651770001/H1DiB48Rb_default/index.html?videoId=6186284865001)  
[21] [https://www.optumbank.com/content/dam/optum/consumer-activation/unknown/OPTUM\\_OptumBank\\_App.mp4](https://www.optumbank.com/content/dam/optum/consumer-activation/unknown/OPTUM_OptumBank_App.mp4)  
[22] <https://www.optumbank.com/resources/healthsavingscheckup.html> [23] <https://perks.optum.com/>  
[24] <https://www.optumbank.com/resources/medical-expenses.html>  
[25] <http://cdn.optum.com/oh/ohb/calc/calc.htm> [26] <https://form.jotform.com/213007580574150>  
[27] <https://form.jotform.com/243027096511148> [28] <mailto:benefits@cu.edu> [29] <https://www.cu.edu/employee-services/benefits-wellness/new-employee/how-enroll>  
[30] <https://www.cu.edu/docs/health-savings-account-hsa-authorization>



[31] <https://www.openenrollment123.com/content/cex-consumer/openenrollment123/en/HSA/Employee.html>