



# NJ Health Savings Account Program - Q & A

Frequently Asked Questions

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## ELIGIBILITY + ENROLLMENT

### ELIGIBILITY

An individual hired on a Full-time basis into a benefits eligible position and enrolled in a High Deductible Health Plan (HDHP) can enroll into this program.

### ENROLLMENT

During open enrollment, members must complete the enrollment form and submit it to the One Source Rutgers Faculty and Staff Service Center. A CSR will forward the form to the program administrator for processing.

During the plan year, newly eligible members (new hires) will be able to enroll by completing the enrollment form and submitting to the One Source Rutgers Faculty and Staff Service Center. A CSR will forward the form to the program administrator for processing.

### When Coverage Begins

For new hires, coverage is effective after 2 months of continuous employment, i.e., July 1<sup>st</sup> hire date = September 1 effective date). The member must also be enrolled in an HD Low or HD High Health Plan.

An existing employee already working on a Full-time basis and enrolled in a HD Low or HD High Health Plan can enroll into this program during the Open Enrollment period.

## What is an HSA Account?

A health savings account (HSA) is a tax-advantaged medical savings account available to employees who are enrolled in a high-deductible health plan (HDHP). The funds contributed to this account are not subject to federal income tax at the time of deposit. Unlike a flexible spending account (FSA), HSA funds roll over and accumulate year to year even if they are not spent.

## Who Can Have an HSA account?

Individuals can set up and contribute to an HSA account on a biweekly basis if they are enrolled in an HD Low or HD High Health Plan.

## What Can I Use My Health Savings Account For?

A health savings account (HSA) is an ideal way to set aside money for future health expenses. Any funds not used during the current year can be used in future years. HSA funds remain tax free if used to pay for qualified medical expenses.

### 2024 Contribution Limits

The IRS announced an increase in health savings account (HSA) contribution limits for the 2024 tax year. Here is what you need to know about the HSA contribution limits for the 2024 calendar year:

- An individual with coverage under a qualifying HD Low/HD High health plan can contribute up to \$4,150.
- An individual with family coverage under a qualifying HD Low/HD High health plan can contribute up to \$8,300.
- If you are age 55 or older, you can contribute an additional catch-up contribution of \$1,000 per year.