

Health Savings Account

Benefits

Health Savings Account

A Health Savings Account (HSA) is available to benefit-eligible employees at Marshfield Clinic Health System who are enrolled in the High Deductible Health Plan (HDHP) health insurance plan. Contributions to an HSA are made on a pre-tax basis through payroll deduction.

Fidelity is the administrator for the HSA, and they do charge a \$27 annual fee that is deducted from the participant's HSA account quarterly in \$6.75 increments.

Enrollment Process:

After your benefit elections have been approved in Workday verifying that you have enrolled in the HDHP health insurance plan, Fidelity is notified of your eligibility to participate in a HSA.

- Log onto the Fidelity website (www.netbenefits.com) or call them at **1-800-343-0860** and open your HSA.
- Fidelity will provide you with a 9-digit health savings account number. After obtaining the account number, you will need to contact the HR Benefits department at benefits@marshfieldclinic.org or call **715-387-9375**, to set up your initial HSA contribution per pay period.
- After completing these steps, HSA contributions should appear on your pay slips and in your Fidelity account.

Participants are able to amend their HSA elections at any time.

Total annual contributions are subject to the IRS annual maximums. Here are the 2025 HSA statutory maximum limits:

\$4,300 = Single Plan

\$8,550 = Employee+1/Employee+Children/Family Plan

\$1,000 = Age 55 and Older "Catch-Up" Contributions

IRS Publication 969 outlines limits at www.irs.gov/forms-pubs/about-publication-969

Please note that this is only a brief summary of this benefit plan and that the Plan Document overrules all other documents at all times. A complete copy of the plan document can be found on the Benefits Library/Health Savings Account.



**Marshfield Clinic
Health System**