

# What you need to know about the HDHP Plan with HSA

## Consider the benefits of the High Deductible Health Plan (HDHP) with Health Savings Account (HSA)

The HDHP with HSA plan option offers comprehensive coverage, the same UnitedHealthcare network available in the Value and Advantage plans, the flexibility to use in- and out-of-network providers, plus the tax benefits of an HSA.

### HDHP Advantages

- Lower monthly premiums
- Prescription drug expenses are applied toward your deductible
- Higher out-of-networks benefits



## What about the deductible?

You may be thinking “Doesn’t the HDHP have a high deductible?” Yes, the annual deductible will be higher than the other medical plans; however, think about the amount you pay for medical coverage through your payroll contributions. The HDHP paycheck deductions are lower than the other medical plans. The lower premium gives you the perfect opportunity to start saving in an HSA which is where the tax benefits come in. You can use pre-tax HSA dollars to pay for eligible health care expenses now or you can save your HSA dollars letting the balance grow tax-free and use it for future health care expenses.

Annual Deductible*	In-Network	Out-of-Network
Employee Only	\$1,600**	\$1,600**
Family coverage includes <ul style="list-style-type: none"> <li>• Employee + Spouse/Domestic Partner</li> <li>• Employee + Children</li> <li>• Employee + Spouse/Domestic Partner + Child(ren)</li> </ul>	\$3,200**	\$3,200**

\* Until the combined medical and prescription drug deductible is met, you will pay the full cost of your non-preventive medical expenses and non-preventive prescription drug expenses.

\*\* One or more family members combined must meet the entire deductible that applies for family coverage before the Plan begins paying non-preventive care benefits, including prescription drug benefits.

## Four components of the HDHP with HSA

Preventive Care	Deductible	Coinsurance	Out-of-pocket Maximum
Covered at 100% in-network. There is no deductible, coinsurance, or copayment required for eligible in-network preventive care.	The amount you pay before the plan will begin paying for care.	You and the plan share a percentage of the costs until you meet the out-of-pocket maximum.	Your safety net. Once the out-of-pocket maximum is met, the plan pays 100% of eligible expenses for the remainder of the calendar year.
Contribute to your HSA to help cover your deductible and coinsurance.			

# Advantages of the Health Savings Account (HSA)



## ✓ triple-tax savings:

- Tax-free contributions,
- Tax-free interest and earnings, and
- Tax-free withdrawals for qualified health care expenses.

- ✓ **Rolls over from year to year**, so you can save for the future.
- ✓ Your **HSA is yours to keep** — even after you leave NYU.
- ✓ NYU may also make a contribution to the HSA (refer to your Benefits Guide to determine if you are eligible for an HSA contribution).
- ✓ You may use HSA dollars to pay for out-of-pocket expenses today or expenses in the future, such as growing a retirement nest egg to help pay for Medicare premiums.

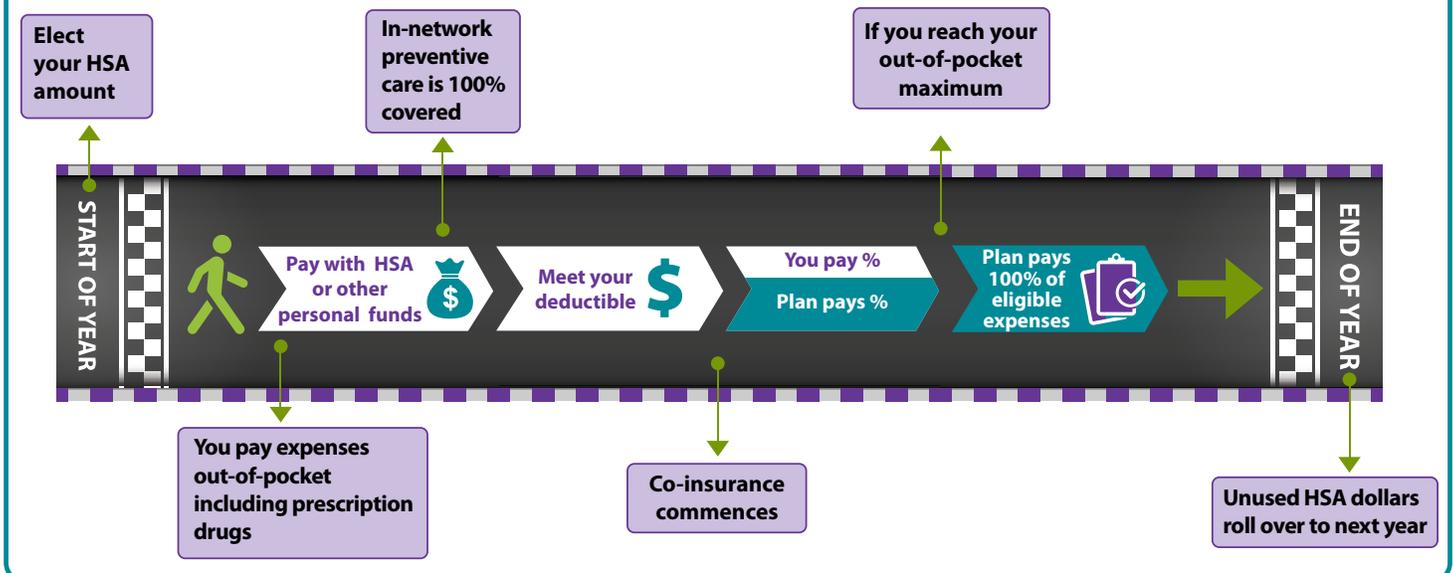
An HSA will automatically be opened for you at Optum Bank. You will receive a welcome kit from Optum Bank with details on how to manage your HSA.

Your money can earn interest and you can invest your funds once your account balance reaches \$2,000.

	Employee only	All other coverage levels
<b>Maximum employee pre-tax contribution for 2022</b>	\$3650	\$7,300
<b>Catch-up contribution*</b>	\$1,000	\$1,000

\*Eligible individuals who are age 55 and over are allowed to make additional "catch-up" contributions to their HSA, up to the maximum of \$1,000 for 2022.

## How your HDHP and HSA work together



### Learn more about the HDHP with HSA

To view an informational video, visit benefits webpages for faculty ([nyu.edu/faculty/benefits.html](https://nyu.edu/faculty/benefits.html)) and employees ([nyu.edu/employees/benefit.html](https://nyu.edu/employees/benefit.html)). If you have questions about the plan, or any of your NYU benefits, contact **PeopleLink**, NYU's benefits and payroll service center, at [askpeoplelink@nyu.edu](mailto:askpeoplelink@nyu.edu) or **212-992-LINK (5465)**.