HSA Year-End Contribution Reminder

As we approach the end of the calendar year, now is a great time to review your Health Savings Account (HSA) contributions to ensure you remain within the annual IRS contribution limit. The HSA contribution limits for 2026 are $4,400 for Single coverage and $8,750 for Family coverage. You can view limits for 2026 and 2027 here: https://www.benefitresource.com/plan-limits/

Why This Is Important

All contributions made to your HSA count toward the annual IRS maximum, including:

- Payroll deductions
- Employer contributions
- Direct ACH deposits made by you
- Any other contributions deposited into your HSA during the calendar year

If you contribute through both payroll and personal ACH deposits, it is your responsibility to track your total contributions and ensure you do not exceed the IRS limit for your coverage type (single or family).

What You Should Do

✅ Review your year-to-date HSA contributions.

✅ Consider any remaining payroll deductions scheduled for the rest of the year.

✅ Include any ACH contributions you have made or plan to make before year-end.

✅ Compare your total contributions against the current IRS annual contribution limit for your HSA coverage level.

Remember: You May Still Make HSA Contributions Until Tax Day

Eligible individuals can generally make contributions for the prior tax year up to the tax filing deadline (typically April 15). If you make contributions between January 1 and April 15, be sure to designate the correct tax year when submitting your contribution.

If You Are Near or Over the IRS Limit

If you determine that your total HSA contributions will exceed the IRS maximum, you should take action as soon as possible by:

Option 1: Stop Future Contributions Contact your employer or payroll department to reduce or stop future payroll deductions so you do not exceed the annual limit.

Option 2: Remove Excess Contributions If you have already exceeded the annual limit, complete and submit an Excess Contribution Removal Form to withdraw the excess amount before the applicable tax filing deadline. Failure to correct excess contributions may result in IRS tax penalties.

Important Reminder

Neither your employer nor the HSA custodian can automatically monitor all contribution sources on your behalf. Because contributions may come from payroll deductions, employer funding, and personal deposits, **you are responsible for tracking your total annual HSA contributions and ensuring they remain within IRS limits.**

If you have questions about your contribution eligibility or tax situation, please consult a qualified tax advisor.

Take a few minutes now to review your HSA activity and avoid potential issues at tax time.