

HSA County Contributions



Current Employer / Employee rates for the QHDHP

	Employee	Child	Spouse	Family
ER/EE Split	94% / 6%	90% / 10%	91% / 9%	91% / 9%
Opt 1 - EE Payroll	\$18.30	\$47.83	\$62.24	\$70.79
HSA Contributions	\$100.00	\$125.00	\$175.00	\$200.00
Opt 1 - ER Payroll	\$207.84	\$288.84	\$450.08	\$560.11
Total ER Payroll Cost	\$307.84	\$413.084	\$625.08	\$760.11



Recommended Contributions

▶ To help employees build their HSA fund and to help cover expenses subject to the Plan's deductible, Spotsylvania County staff proposes contributions in the following amounts to HSA accounts for the plan year October 1, 2019 – September 30, 2020

- ▶ HD EE Only - \$100/Month (\$1,200/YR)HD
- ▶ EE Child - \$125/Month (\$1,500/YR)
- ▶ HD EE Spouse - \$175/Month (\$2,100/YR)
- ▶ HD EE Family - \$200/Month (\$2,400/YR)



First Year “Seed Funding”

Should the County Contribute an additional \$100 per month for the first year of the plan for participants that sign on when the plan is initially offered?



Spotsylvania County Public School QHDHP Plan Costs

Tier	Employee Cost	Monthly Contribution	Additional Monthly Contribution	Total Monthly Contribution	Total Annual Contribution
Employee Only	\$28.00	\$99.89	\$100.00	\$199.89	\$2,398.68
Employee + Child	\$142.80	\$140.13	\$100.00	\$240.13	\$2,881.56
Employee + Spouse	\$235.14	\$75.59	\$100.00	\$175.59	\$2,107.08
Family	\$259.20	\$178.32	\$100.00	\$278.32	\$3,339.79

SCPS will contribute an additional \$100 “Seed Money” into the employee HSA account in the 2020 plan year.



Questions

