

Eligibility: 20+ hours per week employees.
Paid by: Funded by Employee and CML



What is an HSA?

An HSA is designed to work with a qualifying high-deductible health plan (HDHP). The money goes in tax-free, grows income tax-free and comes out income tax-free when you use it for qualified medical expenses.

You can carry over unused funds from year to year and the account is yours to keep even if you change jobs, change health plans or retire. CML offers an Optum HSA with the United HealthCare HDHP medical plan. PPO plan members are generally not eligible. See your tax advisor for more information.

CML will contribute up to \$600 for Employee Only coverage and \$1,000 for Family coverage. 50% of the contributions are on a per payroll period basis and the remaining 50% as a 1:1 match in July. In order to qualify for the match, the employee has to deposit their share into the bank account within the plan year.