



Medicare Eligible Disclosure for Contributing to an HSA

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Health Savings Account (HSA) contributions are not allowed by an employee, retiree or an employer once an employee enrolls in Medicare Part A. If an employee chooses to delay Medicare enrollment because the employee is still working and wants to continue contributing to his or her HSA, then the employee must also wait to collect Social Security retirement benefits. This is because most individuals who are collecting Social Security benefits when they become eligible for Medicare are automatically enrolled into Medicare Part A. An individual cannot delay enrolling in Medicare Part A while collecting a Social Security benefit. The recommendation is that an employee who owns an HSA should delay the start of a Social Security monthly retirement benefit and decline Medicare Part A enrollment in order to continue contributing funds to the employee's HSA. In addition, there is a six-month "lookback period" for HSA owners who enroll in Medicare after they are age 65. A recommended practice is for employees who are enrolling in Medicare after age 65 to stop contributing to their HSA six months before the month they apply for Medicare in order to avoid IRS penalties.

You, the employee has elected to continue with your HSA contributions even though you are within your 6 month window of turning 65. By signing this disclosure, you are confirming that you understand the IRS rules and you understand that it is your responsibility to contact the Insurance Department at Bay District Schools at least 1 month prior to enrolling in Social Security/Medicare Part A to have these contributions stopped. Any penalties that may result will be the sole responsibility of the employee and not that of Bay District Schools.

Employee Name: _____

Employee Signature: _____

Date: _____