You change from individual to family coverage or vice versa
You turn 65
You enroll mid-year

A good rule of thumb: Any time you have a life change and enroll in a different plan, check your HSA contribution limits.

The 2020 IRS limits are $3,550 for individual coverage and $7,100 for family coverage for each calendar year.

The IRS limits include HSA contributions from all sources—i.e., from you and from Adobe.

An additional $1,000 is allowed for those over age 55. These examples do not include this catch-up contribution.

The amount you can contribute can change during the year. Here are a few reasons why:

- Limits include contributions your spouse makes to his or her own HSA account, too.
- You change from individual to family coverage or vice versa
- You turn 65
- You enroll mid-year

Example: Kristen changes to family coverage
As of January 1, Kristen covers only herself on the Aetna HealthSave (HSA) plan. After the birth of her baby in October, she changes to family coverage.

Step 1: Kristen calculates the amount she can contribute for the months she had individual coverage (January–October).

$3,550/12 = $295.83 per month
$295.83 x 10 months = $2,958.30

Step 2: Kristen calculates the amount she can contribute for the months she had family coverage (November–December).

$7,100/12 = $591.67 per month
$591.67 x 2 months = $1,183.34

Since Kristen is eligible for four months (September–December), her maximum eligible amount is $4,141.64.*

$2,958.30 + $1,183.34 = $4,141.64*

* These amounts do not factor in any employer contributions and are to be used as guidelines only.

Kevin isn’t sure how long he’ll be enrolled in the plan, so he contributes a prorated amount for each remaining month in the current year.

$3,550/12 = $295.83 per month
$295.83 x 4 = $1,183.32

If he doesn’t anticipate changing his medical plan any time soon,** he can contribute up to the full amount.

Example: Sean’s IRS HSA contribution limit
Sean enrolls himself in the Aetna HealthSave (HSA) plan in January.

$3,550 is the amount Sean can contribute to his HSA.

Sean’s IRS HSA contribution limit
Adobe HSA contribution
$3,550
$850

Sean can add this much to his HSA.

Frequently asked questions
Q: Are contributions automatically capped once you hit the limit?
A: No. You can add to your HSA contributions whenever you want up to the limit for that year.

Q: What if I over-contribute?
A: Contact HealthEquity for instructions on how you can reverse the contribution. If you do not, tax penalties will apply to the amount over the maximum contribution.

Q: Where can I go for more examples and information?
A: Check out the HSA Guidebook from HealthEquity, available at benefits.adobe.com.