

2026 Prorated HSA/HRA Employer/Employee Contributions

For Participants in the Choice Plus CDHP Basic, Select, or Premier Plan showing additional Wellness Funding

(based on Date of Hire)

2026 HSA Contribution Limits
Single \$4,400
Family \$8,750

| 1st of month following date of hire | Medical Benefit Election | Base HSA Contribution (Employer) | Earned Wellness Incentive Contribution (Employer) | Maximum Additional Contribution (Employee) |
|-------------------------------------|-----------------------------|----------------------------------|---|--|
| January | EE Only | \$250.00 | \$500.00 | \$3,650.00 |
| | EE+Spouse/DP | \$500.00 | \$1,000.00 | \$7,250.00 |
| | EE+Child | \$500.00 | \$500.00 | \$7,750.00 |
| | EE+Children | \$500.00 | \$500.00 | \$7,750.00 |
| | EE+Spouse/DP+1/2 Child(ren) | \$500.00 | \$1,000.00 | \$7,250.00 |
| | EE+Spouse/DP+3+ Children | \$500.00 | \$1,000.00 | \$7,250.00 |
| February | EE Only | \$229.17 | \$458.33 | \$3,712.50 |
| | EE+Spouse/DP | \$458.33 | \$916.67 | \$7,375.00 |
| | EE+Child | \$458.33 | \$458.33 | \$7,833.34 |
| | EE+Children | \$458.33 | \$458.33 | \$7,833.34 |
| | EE+Spouse/DP+1/2 Child(ren) | \$458.33 | \$916.67 | \$7,375.00 |
| | EE+Spouse/DP+3+ Children | \$458.33 | \$916.67 | \$7,375.00 |
| March | EE Only | \$208.33 | \$416.67 | \$3,775.00 |
| | EE+Spouse/DP | \$416.67 | \$833.33 | \$7,500.00 |
| | EE+Child | \$416.67 | \$416.67 | \$7,916.66 |
| | EE+Children | \$416.67 | \$416.67 | \$7,916.66 |
| | EE+Spouse/DP+1/2 Child(ren) | \$416.67 | \$833.33 | \$7,500.00 |
| | EE+Spouse/DP+3+ Children | \$416.67 | \$833.33 | \$7,500.00 |
| April | EE Only | \$187.50 | \$375.00 | \$3,837.50 |
| | EE+Spouse/DP | \$375.00 | \$750.00 | \$7,625.00 |
| | EE+Child | \$375.00 | \$375.00 | \$8,000.00 |
| | EE+Children | \$375.00 | \$375.00 | \$8,000.00 |
| | EE+Spouse/DP+1/2 Child(ren) | \$375.00 | \$750.00 | \$7,625.00 |
| | EE+Spouse/DP+3+ Children | \$375.00 | \$750.00 | \$7,625.00 |
| May | EE Only | \$166.67 | \$333.33 | \$3,900.00 |
| | EE+Spouse/DP | \$333.33 | \$666.67 | \$7,750.00 |
| | EE+Child | \$333.33 | \$333.33 | \$8,083.34 |
| | EE+Children | \$333.33 | \$333.33 | \$8,083.34 |
| | EE+Spouse/DP+1/2 Child(ren) | \$333.33 | \$666.67 | \$7,750.00 |
| | EE+Spouse/DP+3+ Children | \$333.33 | \$666.67 | \$7,750.00 |
| June | EE Only | \$145.83 | \$291.67 | \$3,962.50 |
| | EE+Spouse/DP | \$291.67 | \$583.33 | \$7,875.00 |
| | EE+Child | \$291.67 | \$291.67 | \$8,166.66 |
| | EE+Children | \$291.67 | \$291.67 | \$8,166.66 |
| | EE+Spouse/DP+1/2 Child(ren) | \$291.67 | \$583.33 | \$7,875.00 |
| | EE+Spouse/DP+3+ Children | \$291.67 | \$583.33 | \$7,875.00 |

| 1st of month following date of hire | Medical Benefit Election | Base HSA Contribution (Employer) | Earned Wellness Incentive Contribution (Employer) | Maximum Additional Contribution (Employee) |
|-------------------------------------|-----------------------------|----------------------------------|---|--|
| July | EE Only | \$125.00 | \$250.00 | \$4,025.00 |
| | EE+Spouse/DP | \$250.00 | \$500.00 | \$8,000.00 |
| | EE+Child | \$250.00 | \$250.00 | \$8,250.00 |
| | EE+Children | \$250.00 | \$250.00 | \$8,250.00 |
| | EE+Spouse/DP+1/2 Child(ren) | \$250.00 | \$500.00 | \$8,000.00 |
| | EE+Spouse/DP+3+ Children | \$250.00 | \$500.00 | \$8,000.00 |
| August | EE Only | \$104.17 | \$208.33 | \$4,087.50 |
| | EE+Spouse/DP | \$208.33 | \$416.67 | \$8,125.00 |
| | EE+Child | \$208.33 | \$208.33 | \$8,333.34 |
| | EE+Children | \$208.33 | \$208.33 | \$8,333.34 |
| | EE+Spouse/DP+1/2 Child(ren) | \$208.33 | \$416.67 | \$8,125.00 |
| | EE+Spouse/DP+3+ Children | \$208.33 | \$416.67 | \$8,125.00 |
| September | EE Only | \$83.33 | \$166.67 | \$4,150.00 |
| | EE+Spouse/DP | \$166.67 | \$333.33 | \$8,250.00 |
| | EE+Child | \$166.67 | \$166.67 | \$8,416.66 |
| | EE+Children | \$166.67 | \$166.67 | \$8,416.66 |
| | EE+Spouse/DP+1/2 Child(ren) | \$166.67 | \$333.33 | \$8,250.00 |
| | EE+Spouse/DP+3+ Children | \$166.67 | \$333.33 | \$8,250.00 |
| October | EE Only | \$62.50 | \$125.00 | \$4,212.50 |
| | EE+Spouse/DP | \$125.00 | \$250.00 | \$8,375.00 |
| | EE+Child | \$125.00 | \$125.00 | \$8,500.00 |
| | EE+Children | \$125.00 | \$125.00 | \$8,500.00 |
| | EE+Spouse/DP+1/2 Child(ren) | \$125.00 | \$250.00 | \$8,375.00 |
| | EE+Spouse/DP+3+ Children | \$125.00 | \$250.00 | \$8,375.00 |
| November | EE Only | \$41.67 | \$83.33 | \$4,275.00 |
| | EE+Spouse/DP | \$83.33 | \$166.67 | \$8,500.00 |
| | EE+Child | \$83.33 | \$83.33 | \$8,583.34 |
| | EE+Children | \$83.33 | \$83.33 | \$8,583.34 |
| | EE+Spouse/DP+1/2 Child(ren) | \$83.33 | \$166.67 | \$8,500.00 |
| | EE+Spouse/DP+3+ Children | \$83.33 | \$166.67 | \$8,500.00 |
| December | EE Only | \$20.83 | \$41.67 | \$4,337.50 |
| | EE+Spouse/DP | \$41.67 | \$83.33 | \$8,625.00 |
| | EE+Child | \$41.67 | \$41.67 | \$8,666.66 |
| | EE+Children | \$41.67 | \$41.67 | \$8,666.66 |
| | EE+Spouse/DP+1/2 Child(ren) | \$41.67 | \$83.33 | \$8,625.00 |
| | EE+Spouse/DP+3+ Children | \$41.67 | \$83.33 | \$8,625.00 |