Defining the Terms: HSAs and HDHPs

**High Deductible Health Plans:** an insurance plan that meets specified requirements for deductibles and out-of-pocket expenses. Consumers are required to pay the amount of the deductible before the health plans contributes to costs.

**Health Savings Accounts:** a savings account into which consumers set aside money on a pre-tax basis to pay for qualified medical expenses (e.g. cost-sharing towards the deductible). Funds can roll over from year to year. HSAs and HDHPs are often paired together, so that HSA funds can be used to offset cost-sharing in HDHPs.

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| Increasing HSA/HDHP Enrollment in ACA and Medicaid Populations | • Lower monthly premium could increase enrollment among healthier individuals.  
• HDHPs increase consumer responsibility, may lead to decreased health spending.  
• HSAs have tax benefits; contributions to and spending from are non-taxable. | • HSAs associated with financial burdens, especially for low-income populations.  
• Higher cost-sharing negatively impacts pre-existing conditions.  
• HSAs associated with delays or avoiding care. |

**Overall Takeaway** – While HDHP/HSAs are valuable coverage options for many, they are not a one-size fits all solution. In particular, they are associated with delays in utilization of needed care and financial burdens on low-income beneficiaries.

**Trinity Health Supports** policies that promote affordable coverage that incentivizes people to purchase insurance and responsibly use health care services.


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**Mission:** We, Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming healing presence within our communities.

**Core Values:** Reverence • Commitment to Those Who Are Poor • Justice • Stewardship • Integrity