

The Navigators with Fidelity HSA®

FREQUENTLY ASKED QUESTIONS*

WHERE ARE MY CONTRIBUTIONS GOING?

The Fidelity HSA® is a 2020 benefit. Any contributions made in 2019 must go into your Optum account. Starting with your first 2020 paycheck (Jan. 10), your contributions must go into Fidelity. In order for your 2020 contributions to successfully go to Fidelity you will need to open your HSA account in your Fidelity platform before the end of the year. Please see your Open Enrollment Packet, or our website for details www.navbenefits.org.

The FSA does not require you to open the account ahead of time.

I LIVE OVERSEAS, WHAT DO I DO WITH MY ADDRESS?

Keep in mind an HSA is an individual brokerage account. Due to the Patriot Act, these accounts require domestic addresses. When you open your HSA on Fidelity's website, there will be a step to review your information, here you can edit your address to a trusted domestic address. Because these are tax deferred/tax free accounts, state income tax will not be impacted unless you take an unqualified distribution.

The address in the HSA is not linked and does not reflect your address with The Navigators/Workday. If you need to change your address in your 401a and 403b you will need to edit your Workday mailing address.

WHERE DO I SUBMIT MY 2019 CLAIMS?

The Navigators have a 90-day runout period. This means, you have 90 days to submit claims/pay medical expenses after the new year for any 2019 healthcare services. Claims are to be paid by Optum during this time.

CAN I KEEP MY HSA AT OPTUM?

You may choose to keep your existing balance with Optum and continue to use the funds for healthcare expenses; however, contributions from payroll cannot go into Optum. After March 2020, The Navigators will no longer have a working relationship with Optum Bank and we will be unable to assist you with any questions/claims.

CAN I KEEP MY FSA AT OPTUM?

FSAs have a carryover limit of \$500 each year; because of this, the carryover must go into Fidelity. This will happen after the 90-day runout period. Your 2020 FSA contributions must be elected during Open Enrollment and will go to Fidelity. You will be able to see your account details in Fidelity December 15th, but the account will not be active until January.

WHAT ABOUT MY DEBIT CARDS?

If you continue to use your Optum HSA, your current card will still be valid if there is a balance in the account and the card itself has not expired. For new Optum cards, you must work with Optum.

Fidelity will provide you with debit cards to use in 2020. For lost, stolen, or to request additional cards, you can utilize the Fidelity website www.netbenefits.com.

HOW DO I TRANSFER MY OPTUM ACCOUNT TO FIDELITY?

You will have 3 options to choose from. Detailed information including dates, fees, and instructions will be provided in late January; however, here are your choices to think about:

1. Leave the existing balance and 2019 contributions in Optum and spend down the account.
2. Participate in a “Bulk Transfer” coordinated by The Navigators and Fidelity in March. This is a 1-2 step process with a 5-day blackout period. (Optum’s transfer fee will apply)
3. Choose to transfer the balance independently at any time after January 2020. This will require paperwork with Optum and Fidelity and the Optum transfer fee will also apply. The Navigators Benefits Team is unable to assist with these transactions.

FOR ACCOUNT ACCESS AND QUESTIONS ABOUT FIDELITY HSA®

Visit www.netbenefits.com or call Fidelity at 1-800-343-0860

FOR QUESTIONS REGARDING OPEN ENROLLMENT

Visit www.navbenefits.org or email benefits@navigator.org