

**Executive Board**

02/24/26

**Administration Support Committee**

02/23/26

**Item of**

**Consideration:** Recommendation to revise policy 853 – Health Savings Account

**Highest Authority** Executive Board

**For this item:**

**Originating Source:** General Council and Executive Leadership

**Background:** Policy 853 - Health Savings Account. BGCT is no longer offering a High-Deductible Health Plan, which is a requirement for offering a Health Savings Account (HSA). This entire policy should be removed from the policy manual.

Employees who were previously enrolled in an HSA and have funds remaining will still retain control of and access to those funds, as required by the IRS.

Should BGCT offer a High-Deductible Health Plan and the accompanying HSA again in the future, this plan can be added back in and addressed properly in Policy 852.

**Background Attachments:** A redline version of Policy 853 is included below.

**Recommendation:** The recommendation is the entire policy should be removed from the policy manual.

**POLICY 853 HEALTH SAVINGS ACCOUNT**

~~Eligible full-time employee participants in a BGCT-sponsored qualified high-deductible health plan will be eligible to enroll in a Health Savings Account (HSA). This Plan is designed to allow eligible employees to save for eligible medical care expenses on a non-taxable basis. Plan administration and participation will be modified as needed to comply with all legal requirements.~~

~~02/22/14 02/24/2026~~