



Benefits | FSA and HSA FAQ's

1. What are some differences between a Healthcare or Dependent Care Flexible Spending Account (FSA) and a Health Savings Account (HSA)?

| | Healthcare Flexible Spending Account (HCFSAs) | Dependent Care Flexible Savings Account (DCFSAs) | Health Savings Account (HSA) |
|---|---|---|---|
| Health Plan Eligibility | Benefit eligible employees can enroll in a HCFSAs if you have PPO1, PPO2, HMO, Traditional or No Coverage | Benefit eligible employees can enroll in a DCFSAs account under all health plans | Benefit eligible employees can enroll in an HSA only if you have the High Deductible Health Plan (HDHP) |
| Purpose | Allows you to use pretax dollars to pay for qualified medical, dental, vision and prescription expenses | Allows you to use pretax dollars to reimburse yourself for eligible childcare and adult care expenses | Allows you to use pretax dollars to pay for qualified medical, dental, vision and prescription expenses |
| Contribution Minimum and Maximums for 2024 | \$100 - \$3,050 | \$100 - \$5,000 | Single: \$100-\$4,150 Family: \$100-\$8,300 |
| Contribution Minimum and Maximums for 2025 | \$100 - \$3,200 | \$100 - \$5,000 | Single: \$100-\$4,300 Family: \$100-\$8,550 |
| County (Employer) Contribution for 2024 (prorated) | None | None | Single: \$1,000 Family: \$2,000 |
| County (Employer) Contribution for 2025 (prorated) | None | None | Single: \$1,000* Family: \$2,000* *50% deposited with first paycheck, remainder prorated over the course of the year. |
| Are employee contributions taken pre-tax? | Yes | Yes | Yes |

| | Healthcare Flexible Spending Account (HCFSA) | Dependent Care Flexible Savings Account (DCFSa) | Health Savings Account (HSA) |
|---|---|--|--|
| When are funds available? | All funds are available for reimbursement on January 1 st | Funds are available for reimbursement as they are contributed throughout the year | Funds are available for reimbursement as they are contributed throughout the year |
| Can funds be rolled over? | Yes, a maximum of \$570 can be rolled over into 2025. A maximum of \$640 can be rolled over into 2026. All other funds will be forfeited. | No | Yes, all unused funds can be rolled over year after year, as well into retirement. |
| Can I invest funds? | No | No | Yes, after there is a balance of \$1,000 or more. (eff. 1/1/25) |
| Can I change the amount that I am contributing throughout the year? | Only with a qualifying life event | Only if your care needs change | Yes, contributions can be adjusted at any time. |
| What time limits are there? | 2024 expenses must be incurred by 12/31/24. 2024 claims must be submitted by 4/30/25 | 2024 expenses must be incurred by 12/31/24. 2024 claims must be submitted by 4/30/25 | 2024 expenses must be incurred by 12/31/24. 2024 claims must be submitted by 4/30/25 |

2. How do I request a new card for my Healthcare FSA or Health Savings Account?

You can call HealthEquity at 866-346-5800 to request a new card for yourself or your eligible dependent. You can also order a new card or request a card for your eligible dependent by logging into your account [here](#). Please allow up to three weeks for your card to arrive.

3. What options are available for investing my Health Savings Account?

HealthEquity offers a range of support and options for investing. You can find more information about your options [here](#).

4. Does HealthEquity have an app that I can download?

Yes, search for the WageWorks “EZ Receipts” app for iOS or Android. Look for this logo:



5. How can I contact HealthEquity for assistance?

You can reach HealthEquity Member Services at 866-346-5800.