



Tax Savings Accounts

FAQs of HSA's, FSA's, LPFSA's, and DCFSA's

Health Savings Account (HSA)

A Health Savings Account allows you to set aside pretax money from each paycheck to help pay for qualified healthcare expenses. Here are some FAQs about HSAs:

- **What are Medical Plan requirements?** You must be enrolled in a High Deductible Health Plan to contribute to an HSA.
- **What are reasons people elect an HSA?** Many people enroll in an HSA to lower their taxable income and save for healthcare expenses during the year. They also use HSAs to save for healthcare expenses in retirement, since they can accumulate unused funds year over year, and into retirement.
- **When are funds available for use?** Funds that have been contributed to your HSA may be spent as soon as they are put into your account.
- **Can you roll over unspent funds to next year?** If you don't spend all of your HSA dollars in a year, you can roll over accumulating unspent funds year over year. (Similar to a personal bank account)
- **Can you take funds with you after you leave the company?** You may take the funds with you after you leave the company and roll them into a different HSA fund.
- **What are 2026 contribution limits?** In 2026 you may contribute \$4,400 (Individual) or \$8,750 (Family) + \$1000 (Age 55+)
- **What are eligible HSA expenses?** Medical, Prescription Drugs, Dental, Vision

Flexible Spending Account (FSA)

A Flexible Spending Account allows you to set aside pretax money from each paycheck to help pay for qualified healthcare expenses. Here are some FAQs about FSAs:

- **What are Medical Plan requirements** You must be enrolled in a PPO Medical Plan (or no health plan) to contribute to an FSA.
- **What are reasons people elect an FSA?** Many people enroll in an FSA to lower their taxable income, while also saving for that year's healthcare expenses.
- **When are funds available for use?** The full annually elected FSA amount is available on the first day of the calendar year (or first day of coverage following a hire date). You do not have to wait for each payroll contribution to post to your FSA account before using those funds.
- **Can you roll over unspent funds to next year (2027)?** If you don't spend all of your FSA dollars in a year, you can roll over up to \$680 into the following calendar year. However, any unspent funds beyond \$680 will be forfeited.
- **Can you take funds with you after you leave the company?** You cannot take the remaining funds with you after you leave the company.
- **What are 2026 contribution limits?** In 2026 you may contribute \$3,400.
- **What are eligible FSA expenses?** Medical, Prescription Drugs, Dental, Vision



Limited Purpose FSA (LPFSA)

A Limited Purpose FSA is available to you if you are enrolled in an HDHP Plan and have an HSA. You can pay for only for qualified dental & vision expenses with your LPFSA (and not medical expense). Here are some FAQs about LPFSAs:

- **What are Medical Plan requirements?** You must be enrolled in a PPO Medical Plan (or no health plan) to contribute to an LPFSA.
- **What are reasons people elect an LPFSA?** Many people enroll in an LPFSA to lower their taxable income, while also saving for that year's dental and vision expense.
- **When are funds available for use?** The full annually elected LPFSA amount is available on the first day of the calendar year (or first day of coverage following a hire date). You do not have to wait for each payroll contribution to post to your LPFSA account before using those funds.
- **Can you roll over unspent funds to next year?** If you don't spend all of your LPFSA dollars in a year, you can roll over up to \$680 into the following calendar year. However, any unspent funds beyond \$680 will be forfeited.
- **Can you take funds with you after you leave the company?** You cannot take the remaining funds with you after you leave the company.
- **What are 2026 contribution limits?** In 2026 you may contribute \$3,400.
- **What are eligible FSA expenses?** Dental & Vision

Dependent Care Flexible Spending Account (DCFSA)

A Dependent Care FSA allows you to set aside pretax money from each paycheck to help pay for qualified childcare and eldercare costs. Here are some FAQs about DCFSA:

- **What are enrollment requirements?** You do not have to be enrolled in a Medical Plan to enroll in a DCFSA.
- **What are reasons people elect a DCFSA?** Many people enroll in a DCFSA to lower their taxable income, while also saving for that year's expenses for the care of their loved ones (who are their tax dependents) while they are working.
- **When are funds available for use?** DCFSA funds are available for use once they are contributed.
- **Can you roll over unspent funds to next year?** If you don't spend all of your DCFSA dollars in a year, any unspent funds will be forfeited.
- **Can you take funds with you after you leave the company?** You cannot take the remaining funds with you after you leave the company.
- **What are 2026 contribution limits?** In 2026 you may contribute \$3,750 (parents filing taxes separately) or \$7,500 (per household).
- **What are eligible FSA expenses?** Common DCFSA eligible expenses include licensed daycare or eldercare facilities, licensed preschool tuition, before and after-school programs, summer day camps for dependent children under age 13.