



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 (HCFSA)	Dependent Care Flexible Savings Account (DCFSA)	Health Savings Account (HSA)
Health Plan Eligibility	Benefit eligible employees can enroll in a HCFSA if you have PPO1, PPO2, HMO, Traditional or No Coverage	Benefit eligible employees can enroll in a DCFSA 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
County (Employer) Contribution for 2024	None	None	Single: \$1,000 Family: \$2,000
Are employee contributions taken pre-tax?	Yes	Yes	Yes
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. All other funds will be forfeited.	No	Yes, all unused funds can be rolled over year after year, as well into retirement.

	Healthcare Flexible Spending Account (HCFSA)	Dependent Care Flexible Savings Account (DCFSA)	Health Savings Account (HSA)
Can I invest funds?	No	No	Yes, after there is a balance of \$2,000 or more.
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.