



Maximize Your Healthcare Savings

How HSAs & FSAs Can Lower Your Costs

As we prepare for the new plan year, now is a great time to review how Health Savings Accounts (HSAs) and Flexible Spending Accounts (FSAs) can help you save money on healthcare — by reducing your taxable income and stretching your healthcare dollars further.

	<u>Health Flexible Spending Account (FSA)</u>	<u>Health Savings Account (HSA)*</u>
Vendor	<u>WEX</u>	<u>Health Equity</u>
Contribution Limits	\$3,400 for 2026-27	\$4,400 single / \$8,750 family Additional \$1,000 for employees age 55 or older
When are funds available?	Access to full annual amount on your benefits effective date (ex: date of hire, start of new plan year, status change date).	Funds are available as contributions are deposited each paycheck.
Use it or Lose it?	Yes, however can carry over \$680.	No- this is your money that rolls over and goes with you.
Does interest accrue?	No	Yes
Eligible Expenses	<u>General Purpose FSA</u> can be used for medical, prescription drug, dental or vision expenses. <u>Limited Purpose FSA</u> can be used for dental or vision expenses only.	Can be used for medical, prescription drug, dental or vision expenses.

Both HSAs and FSAs let you set aside money **before taxes** to pay for eligible healthcare expenses — you pay less in federal income, Social Security, Medicare taxes, and some state/local taxes.

- **HSA:** Can only enroll if you have a high-deductible health plan (HDHP), contributions grow tax-free, tax-free withdrawals for qualified medical expenses — a triple tax advantage.
- **FSA:** Can contribute pre-tax dollars to cover eligible expenses.

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