

Guidelines	Dependent Care	Medical	Parking	Mass Transit	Health Savings Account	Limited Purpose
Pre Tax	✓	✓	✓	✓	✓	✓
Min Contribution A contribution less than minimum will terminate the account. You will then only be able to submit claims for dates before account closed.	\$5 per pp to remain active	\$5 per pp to remain active	\$0.00	\$10 per month to remain active	\$0.00	\$5 per pp to remain active
Max Contribution allowed by IRS - Single - Family - Catch Up (55+)	\$ 5,000	\$ 2,750	\$ 270	\$ 270	\$3,600 \$7,200 \$1,000	\$ 2,750
Annual Employer Contribution - Employee (EE) - Employee + Dependent(s) - Two Married County EE on CC The County contribution amount plus the amount that you will contribute can not exceed the IRS max contribution limits.	-	-	-	\$120	\$1,200 \$1,800 \$3,000	-
Used on Dependents	✓	✓	-	-	✓	✓
Only Available with a HDHP	-	-	-	-	✓	✓
Use It or Lose It Account	✓	✓	-	-	-	✓
Goes with you if you separate from County	-	-	-	-	✓	-
Available in SmartCare App	✓	✓	✓	✓	✓	✓
Grace Period	✓	✓	-	-	-	✓
Qualifying Event required in order to make changes during the year in BenXcel	✓	✓	-	-	-	✓
Must re-enroll every year	✓	✓	Rolls over but EE must elect contribution amount for following plan year at every open enrollment	Rolls over but EE must elect contribution amount for following plan year at every open enrollment	Rolls over but EE must elect contribution amount for following plan year at every open enrollment	✓
Full annual FSA pledge available on day one of plan year	-	✓	-	-	-	✓
Only reimburses what has been payroll deducted to date	✓	-	✓	✓	✓	-
Claims	For Child & Elder care eligible expenses. Child must be under 13yrs old.	For Medical eligible expenses only. Section 213(d) expenses.	For work related parking eligible expenses only. You can submit claims up to \$270 per month.	For work related transit eligible expenses only. You can submit claims up to \$270 per month.	For Medical, Dental & Vision eligible expenses. You can't have a Medical FSA but can have a Limited Purpose FSA.	For Dental & Vision only.