

	Dependent Care	Medical	Parking	Mass Transit	Health Savings Account	Limited Purpose
<b>2022 Guidelines</b>						
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 per year	\$2,850 per year	\$280 per month	\$280 per month	\$3,650 per year \$7,300 per year \$1,000 per year	\$2,850 per year
Annual Employer Contribution: - Employee (EE) - Employee + Dependent(s) - Two Married County EEs on Combined Coverage The County contribution amount plus the amount that you will contribute can not exceed the IRS max contribution limits.	-	-	-	\$10 per month / \$120 per year	\$1,200 per year \$1,800 per year \$3,000 per year	-
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 during Open Enrollment. Can also enroll within 30 days of a Qualifying Event.	√	√	Unused funds roll over but EE must re-enroll and elect contribution amount for following plan year at every Open Enrollment	Unused funds roll over but EE must re-enroll and 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 your dependent children under age 13. Other individuals may qualify if they are considered your tax dependent and are incapable of self-care.	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.