

Spending account snapshot

What accounts am I eligible to have?

Health Plan	Health Savings Account (HSA)	Flexible Spending Account (FSA) – Health	Flexible Spending Account (FSA) – Dependent Care	Limited Purpose Flexible Spending Account (LPFSA – vision & dental expenses only)
Comprehensive Care* (formerly Open Access POS)		YES	YES	
Consumer Choice HSA* (formerly HSA Open Access POS)	YES	OR	YES	YES with HSA only
BlueChoice HMO		YES	YES	
Kaiser Permanente HMO		YES	YES	

*New plan names become effective January 1, 2015.

- ✓ Only individuals enrolled in high deductible health plans can contribute to Health Savings Accounts (HSA). HSA funds can be rolled over from year to year. UGA matches employee contributions up to certain amounts for health savings accounts.
- ✓ Flexible Spending Accounts (FSA) can either be used for health care expenses (health) or child care expenses (dependent care). FSAs are “use it or lose it” accounts for any given calendar year.
- ✓ Limited Purpose Flexible Spending Accounts (LPFSA) can be used only by participants who are contributing to HSAs and are limited to reimbursement for eligible dental and vision care expenses. LPFSA accounts are “use it or lose it” accounts for any given calendar year.
- ✓ Individuals with HSAs may also have an FSA for dependent care expenses.
- ✓ Why get an LPFSA? Your HSA contributions are limited to a certain amount each year. When you add a Limited Purpose Flexible Spending Account (LPFSA) for dental and vision expenses, you can make more pre-tax contributions, thus reducing your taxable income. However, keep in mind, a LPFSA is a “use it or lose it” account, so plan conservatively.