

Understanding the Benefits of HSAs and FSAs

What Are They?



Health Savings Account

(HSA): A tax-advantaged account for individuals enrolled in a high-deductible health plan (HDHP).

Funds roll over year to year and can be invested.



Flexible Spending Account

(FSA): A pre-tax account for medical, dental, vision, and dependent care expenses.

Funds must be used within the plan year (some plans offer grace periods or carryovers).

Key Benefits

- Pre-tax Contributions: Save on federal taxes (Florida has no state income tax).
- Immediate Access: Full annual election amount is available on January 1, 2026.
- Budget-Friendly: Helps manage planned and unexpected medical costs.
- Eligible Expenses: Includes copays, prescriptions, dental work, eyeglasses, and more.

How Much Can You Save?

Contribution/Pay	Annual Contribution	Tax Savings (22%)	Net Cost After Tax	Available January
\$25	\$600.00	\$132.00	\$468.00	\$600.00
\$35	\$840.00	\$184.80	\$655.20	\$840.00
\$45	\$1080.00	\$237.60	\$842.40	\$1080.00
\$50	\$1200.00	\$264.00	\$936.00	\$1200.00

How These Accounts Help You

- Peace of Mind: Funds are ready when you need them - no waiting.
- For additional details and resources, please visit the [State Health Insurance Plans Webpage](#).