

Health Savings Account (HSA) and Flexible Spending Accounts (FSAs)

Detail	Dependent Care Flexible Spending Account (DCFSA)	Health Care Spending Account (HCFSA)	Limited Purpose Health Care Flexible Spending Account (LPHCFSA)	Health Savings Account (HSA)
Vendor Name	Baker Tilly (myFlexDollars)	Baker Tilly (myFlexDollars)	Baker Tilly (myFlexDollars)	Inspira
Health Plan Requirement	Employees are not required to be enrolled in a health plan to participate.	Employees enrolled in the PPO health plan are eligible to participate. Employees who opt out of coverage may also be eligible as long as they are enrolled in a qualifying plan.	Employees enrolled in the Bates HDHP with HSA are eligible to participate. Employees who opt out of coverage may also be eligible as long as they are enrolled in a qualifying plan.	Employees must be enrolled in the Bates HDHP Plan or a Qualifying High Deductible Health Plan to participate.
2025 Contribution Limit	\$7,500 if married and filing jointly \$3,750 if filing single	\$3,400	\$3,400	Individual: \$4,400 Family: \$8,750
Employee Contribution Minimum	\$100 annual contribution to receive the Bates Subsidy (see below for details on the Bates Subsidy)	\$100 annual	\$100 annual	None
Over Age 55 Catch Up Contribution	No	No	No	Employees over the age of 55 may contribute an additional \$1,000.
Funds Rollover	No rollover to 2026. Employees have a 2.5-month grace period, until March 15th to spend the money in the account. Money not spent by the deadline will be forfeited.	Employees CAN roll over up to \$680 of their 2026 funds into 2027. Any funds in the account over the amount of \$680 will be forfeited.	Employees CAN roll over up to \$680 of their 2026 funds into 2027. Any funds in the account over the amount of \$680 will be forfeited.	Unused funds roll over from year to year, and there's no "use-it-or-lose-it" rule.

Claim Filing Deadline	Employees can file claims up until March 31, 2026 to use their Dependent Care FSA money. Claims can be submitted for services rendered from 1/1/25 to 3/15/26.	All claims for 2025 services must be filed by March 31, 2026 - any funds leftover (that exceed \$680) will be forfeited. Claims cannot be submitted for services rendered in 2026.	All claims for 2025 services must be filed by March 31, 2026 - any funds leftover (that exceed \$680) will be forfeited. Claims cannot be submitted for services rendered in 2026.	None
Qualified Expenses	• Before and after-school care • Pre-school • Day camps • Wages paid to a childcare provider in your home, including employment taxes • Child care center Fees charged by a childcare provider working out of his or her home	Covers a wide range of eligible healthcare expenses, including medical, dental, and vision costs.	Covers dental and vision expenses ONLY . Only covers medical expenses after the deductible has been met.	Covers a wide range of eligible healthcare expenses, including medical, dental, and vision costs. Can also cover the cost of Long-Term Care premiums.
Change Contribution Amount?	• Under specific circumstances, employees may make changes to their Dependent Care FSA contributions.	Employees may not make changes to their Health Care Flexible Spending Account contributions after the beginning of the year unless they experience an IRS Qualifying Life Event.	Employees may not make changes to their Limited Purpose Health Care Flexible Spending Account contributions after the beginning of the year unless they experience an IRS Qualifying Life Event.	Employee Health Savings Account contributions can be adjusted throughout the year, up to the annual contribution limit.
Bates' Contribution	Bates offers a Dependent Care Subsidy to assist with the expense of childcare. Based on your income and number of children you are eligible for anywhere from \$520 to \$3,900 per year. You will need to include a copy of your 2024 tax return when signing up for the DCFSA to determine how much your benefit will be. Employees must contribute a minimum of \$100.00 annually to the DCFSA to receive the subsidy.	None	None	Bates offers a base contribution to the HSA. Individual: \$600 Family: \$1200 Employees do not need to contribute to the HSA to receive the Bates base contribution. If an employee elects to also contribute money to the HSA, Bates will match up to 50% of the employee's contribution with a maximum match of \$300 for individuals and \$600 for families.

