

# Saving & Spending Account Options

The Town of Franklin & Franklin Public Schools offer several health savings and spending accounts through HealthEquity to help you save on eligible health care expenses

- Health Savings Account (HSA)
- Automatically enrolled in if in the HDHP health insurance
  - Franklin contributes funds each year (\$750/individual, \$1,500/family); you can also elect to contribute pretax dollars from your paycheck
  - The 2026 max contributions are \$4,400/individual and \$8,750/family (including Franklin's contribution)
  - Any funds are yours forever!
  - Funds can be used for eligible medical, dental, and vision expenses

- Flexible Spending Account (FSA)
- Can only elect if enrolled in the EPO or PPO health insurance
  - Access to annual contribution amount on day one, your annual pretax contribution is deducted evenly from your paychecks throughout the plan year
  - The 2026 max election is \$3,400
  - You can rollover \$680, any remaining funds will be forfeited
  - Funds can be used for eligible medical, dental, and vision expenses

- Limited Purpose Flexible Spending Account (LPFSA)
- Can only elect if enrolled in the HDHP health insurance
  - Access to annual contribution amount on day one, your annual pretax contribution is deducted evenly from your paychecks throughout the plan year
  - The 2026 max election is \$3,400
  - You can rollover \$680, any remaining funds will be forfeited
  - Can be used to pay qualified eligible dental and vision care expenses

- Dependent Care Flexible Spending Account (DCFSA)
- You do not have to be enrolled in any health plan to enroll
  - Will be able to access funds as you make payroll contributions
  - The 2026 max election is \$7,500
  - Any unused funds will be forfeited at the end of the plan year
  - Can be used for childcare expenses (children 13 and under), care expenses for a disabled spouse, or a parent in eldercare during working hours