

SWWC Accounts through WEX

	FSA	VEBA	HSA
Contributor(s)	Employee	Employer	Employee, employer or both
Contribution limit	\$3,300 medical* \$5,000 daycare	No	\$4,300 single* \$8,550 family
Contributions reduce taxable income	Yes	N/A – employer contributed	Yes
Rolls over (no use it or lose it provision)	No	Yes	Yes
Medical, prescription, dental and vision expenses (213d)	Yes	Yes	Yes
Other purpose withdrawal	No	No	Yes, but taxes and penalties apply if not paid back prior to tax return filing
Accrues interest	No	Yes	Yes
Investment options (after account balance reaches \$1,000)	No	Yes	Yes
Beneficiary	N/A	Medical dependents primary; designate contingent	Can designate
Substantiation required	Yes	Yes	Account holder responsible
Coordination of benefits	N/A	FSA pays first, then VEBA	Limited purpose FSA only
Post-employment insurance premiums	N/A	Early retirement COBRA	COBRA first 18 months; After age 65, Medicare B & D

*FSA is 2025-26 plan year limits and HSA is 2025 tax year limits