



Flexible Spending Accounts



What is a Flexible Spending Account?

Flexible Spending Accounts allow you to set aside pre-tax dollars to pay for health care and dependent day care expenses. Throughout the plan year you are reimbursed from this account for qualifying out-of-pocket healthcare, dental, vision and hearing expenses. A dependent day care spending account allows the employee to set aside pre-tax dollars for expenses that include day care, nursery school or preschool, after school programs, summer day camp, and even adult day care.

Account Options

Health

Unreimbursed Medical FSA- The Unreimbursed Medical FSA plan helps you pay for out-of-pocket medical, dental and vision expenses incurred by employees and their family members with pre-tax dollars.

Limited FSA- The limited-purpose FSA is much like a typical health FSA however, under a limited-purpose FSA eligible expenses are limited to qualifying dental and vision expenses for you, your spouse, and your eligible dependents. The Limited FSA allows employees to maintain eligibility to contribute to a Health Savings Account.

Dependent Care

The Dependent Care FSA can be used to pay yourself back with pre-tax dollars for day care expenses.

Health

- Medical Fees
- Over-the-Counter Medicine
- Annual Physical
- Dental Exam
- Contact Lenses
- Prescription Glasses
- Lasik Eye Surgery
- Smoking Cessation Programs

Dependent Care

- Before and After School Care
- Day Camps
- Pre-K
- Nursery School
- Day Care for Elders and Disabled
- Dependents

Adoption Assistance

Employees use pre-tax payroll dollars to pay for expenses related to adopting a qualified child. These expenses include, but are not limited to, application fees, reasonable legal adoption fees, attorney fees, court costs, agency fees, and other expenses directly related to a legal adoption.

FSA Contribution Limits & Carryovers

Health Care FSA:	\$3,300
Limited Purpose FSA:	\$3,300
Dependent Care FSA:	\$5,000*

* The limit is \$2,500.00 if you are married and do not file a joint tax return

The US Treasury Department and the IRS updated regulations allow an Employer the option to include in the FSA Plan a carry-over option to roll remaining funds into the next benefit year up to a maximum of **\$660.00** or continue to offer the two and a half month grace period option. FSAs cannot contain both a rollover and a grace period option for the same benefit. Employers are not obligated to offer either extension.

