



## Flexible Spending Accounts (FSAs)

With an FSA you put aside pre-tax dollars to pay for healthcare or dependent care expenses. This way you reduce your taxable income and increase your take home pay. Decide how much to contribute and use the money to reimburse yourself for eligible expenses. You can enroll in FSAs if you choose not to enroll in the health organization health benefits. You must enroll in FSAs during Open Enrollment - your election(s) from the previous year will not rollover.

- **Healthcare FSAs** allow you to set aside \$150 to \$2,600 per year to pay for medical, prescription, dental and vision care out-of-pocket expenses incurred by you and your eligible dependents. Eligible products do not include over-the-counter (OTC) drugs. For new participants, a debit card with access to the full amount you elected will be mailed to you in January. If you have an HSA account, you can only pay dental & vision related expenses out of your FSA account.
- **Dependent Care FSAs** allow you to set aside \$150 to \$5,000 per family, per year to pay for dependent care expenses, such as elder care or the care of a disabled spouse, and daycare costs and summer camps for those under the age of 13.

*Dependent Care FSAs are audited by the IRS for discrimination testing. Highly compensated employees may have their benefits reduced. If applicable, you will be notified during the first half of the year.*