Using a Flexible Spending Account (FSA) is a great way to stretch your benefit dollars. You use before-tax dollars in your FSA to reimburse yourself for eligible out-of-pocket medical and dependent care expenses. That means you can enjoy tax savings and increased take-home pay. And that makes real sense.

Eligibility to participate is 30 or more contracted hours a week.

What is an FSA? With an FSA, you elect to have your annual contribution deducted from your paycheck each pay period, in equal installments throughout the year, until you reach the yearly maximum you have specified. The amount of your pay that goes into an FSA will not count as taxable income, so you will have immediate tax savings. FSA dollars can be used during the plan year to pay for qualified expenses and services. Minimum contribution for each plan is $300 annually. Maximum contribution for medical is $3,050 annually and the maximum contribution for Dependent Care FSA is $5,000 annually. If you do not use the monies contributed to these plans you lose the monies.

- A Healthcare FSA allows reimbursement of qualifying out-of-pocket medical, prescription, dental, and vision expenses.
- A Dependent Care FSA allows reimbursement of dependent care expenses, such as daycare expenses or pre-school expenses incurred by eligible dependents while their parents are working.

With an FSA you can:

- Pay for qualified expenses with pre-tax dollars
- Enjoy significant tax savings with pre-tax deductible contributions and tax-free distributions
- Enjoy secure access to accounts using a convenient online account or app.
- File claims easily online and let the system determine approval based on eligibility and availability of funds

A Healthcare FSA could save you money if you or your dependents:

- Have out-of-pocket expenses like co-pays, coinsurance, or deductibles for medical, prescription, dental or vision plans.
- Have a health condition that requires the purchase of prescription medications on an ongoing basis.
- Wear glasses or contact lenses or are planning LASIK surgery.
- Need orthodontia care, such as braces, or have dental expenses not covered by your insurance.

A Dependent Care FSA provides pre-tax reimbursement of out-of-pocket expenses related to dependent care. This benefit may make sense if you (and your spouse, if married) are working or are in school, and:

- Your dependent children under age 13 attend daycare, after-school care, preschool or summer day camp.

- You provide care for a person of any age whom you claim as a dependent on your federal income tax return and who is mentally or physically incapable of caring for himself or herself.