

## Spending Accounts

# Save With an FSA

## Health Care Flexible Spending Account (FSA)

**The Health Care FSA is available to everyone.** You can contribute up to \$2,700 in 2019 to a Health Care FSA if you choose to enroll during Open Enrollment. The money in your Health Care FSA does not roll over year to year. You must spend it in the calendar year that you contribute.

### With the Health Care FSA:

- You can set aside **pre-tax dollars (federal) to pay for out-of-pocket medical, dental, vision and prescription expenses**, such as copays and coinsurance
- Your entire contribution amount is credited to your account and is **available to use January 1 or within 15 days of enrollment if you are a new employee**

### Remember:

You must enroll in order to make Health Care FSA contributions in 2019. Your current election won't roll over to next year.

### Limited Use Health Care FSA

If you enroll in the **Choice Value Plan** or **Choice Savings Plan** you are allowed to contribute to a Limited Use Health Care FSA for eligible dental and vision expenses. While permissible, contributions may be better placed in an HSA where they have the same tax-advantages and no "use it in 2019 or lose it" rule.

## Dependent Care Flexible Spending Account (FSA)

**You are eligible to open a Dependent Care FSA if you have eligible dependents.** You can contribute a minimum of \$500 to a maximum of \$5,000 a year. If you are married and file separate tax returns, the most you can contribute is \$2,500. The money in your Dependent Care FSA does not roll over from year to year; you must spend it in the calendar year that you contribute. With the Dependent Care FSA, you don't have to pay taxes on the money you use to pay for eligible expenses such as dependent day care and elder care programs that allow you to work.

### With a Dependent Care FSA you can:

- **Set aside pre-tax dollars (federal) to reimburse yourself for out-of-pocket day-care expenses** for dependents under age 13, elderly dependents or dependents of any age if they qualify as disabled.
- Use funds that are currently in your account. You can **be reimbursed for expenses you incur between January 1 – December 31, 2019.**
- **Submit claims for reimbursement** of 2019 expenses through March 31, 2020.

### Remember:

You must enroll in order to make Dependent Care FSA contributions in 2019. Your current election won't roll over to next year.

