

# FSA

## Plan Details



### How much money can I put into the plan?

For each account (Healthcare or Dependent Daycare), there is an annual election limit.

#### Annual Election Limits

Type of Account	Annual Election Limit
Healthcare FSA	\$2,650
Limited FSA	\$2,650
Dependent Daycare FSA	\$2,500 or \$5,000*

\*The limit for a Dependent Daycare FSA is determined by your tax filing status and is either: \$2,500/tax year for Married Filing Separately; or \$5,000/tax year for Single Head of Household or Married Filing Jointly. Please note: if your spouse is a participant in the same or another cafeteria plan, the total of your Dependent Daycare FSA elections cannot exceed \$5,000 for the tax year.

### When will I be reimbursed for claims I submit?

Any claims received by noon (12pm EST) Wednesday will be processed (if eligible) the following day.

myCafeteriaPlan will automatically process claims if you participate in Montgomery County's Medical, Prescription, Dental or Vision Plans, unless you opt out of this feature.

To opt-out of the streamline process you will need to contact myCafeteriaPlan at 1-800-865-6543.

### What if there is money left in my account at the end of the plan year?

At the end of the plan year, after all eligible reimbursements have been made, any unused funds up to \$500 will rollover into the new plan year. Any unused funds in the Healthcare FSA account over \$500 will be forfeited.

Any funds remaining in the Dependent Daycare FSA are forfeited.

In order to prevent the loss of funds, it is important to plan carefully so that your annual election matches your actual expenses as closely as possible.

### What is a Limited FSA?

If you or your spouse are contributing to an HSA, due to IRS regulations, you can only have a Limited FSA.

A Limited FSA can be used to reimburse any out-of-pocket expenses related to dental and vision services covered by insurance, including copays and deductibles. Also included are dental, orthodontic and ophthalmologist's fees and expenses including prescribed treatments and maintenance (such as contact solution).

As you are planning your FSA election, please note the \$500 rollover feature. Rollover can provide ease of mind when making your election.

Even if you enroll in an HSA in future years, the rollover monies can be maintained in the Limited FSA benefit.



# Planning for Your FSAs

## Eligible Expenses

Because FSAs are funded with pre-tax dollars, the IRS determines the expenses that are eligible for reimbursement. The list of eligible expenses is extensive and is updated often. If you are uncertain about whether or not an expense qualifies for reimbursement, you should verify its eligibility before incurring the expense. A current list of IRS-approved expenses can be viewed at [www.myCafeteriaPlan.com](http://www.myCafeteriaPlan.com).

### Healthcare FSA Worksheet

Eligible Healthcare FSA Expenses	Annual Amount
Medical Expenses	\$
Dental Expenses	\$
Vision Care Expenses	\$
Prescription drugs	\$
Other Items	\$
<b>Total Annual Healthcare FSA Expenses</b>	\$

### What expenses are eligible for reimbursement from a Healthcare FSA?

You can use your healthcare FSA funds to pay for eligible out-of-pocket health care expenses such as:

- Prescription and health plan copayments
- Deductibles and coinsurance
- Orthodontics
- Mail-order or online prescription invoices
- Vision services and eyeglasses
- LASIK surgery and many other eligible expenses.

In general, any treatment for a specific medical condition is reimbursable; cosmetic or general health expenses are not. For example, teeth-whitening and multi-vitamins are not eligible, but prescription sunglasses would be eligible.

### Dependent Daycare FSA Worksheet

Eligible Dependent Daycare Expenses	Annual Amount
Licensed Daycare Facility	\$
Preschool Program	\$
After-school Program	\$
In-home Child & Dependent Daycare Services	\$
Other Eligible Expenses as defined by IRS	\$
<b>Total Annual Dependent Daycare Expenses</b>	\$

### What expenses are eligible for reimbursement from a Dependent Daycare FSA?

Amounts paid to a daycare provider either in or out of the home are eligible, as long as the provider is not a dependent or relative under the age of 19. Preschool tuition is reimbursable, but tuition and expenses from grade K-12 schooling are not.

### Who is considered a dependent?

Only children under the age of thirteen or adults or children over the age of thirteen who are incapable of self-care are considered dependents. In addition, the dependent must reside with the participant for the majority of the year in order to be eligible for coverage under the Dependent Daycare FSA.

\*To be eligible for a Dependent Daycare FSA, a participant must be employed and, if married, the participant's spouse must also be employed. A change in employment status for either the participant or the participant's spouse may result in a change in or loss of eligibility.