



FLEXIBLE SPENDING ACCOUNTS (FSA)

Learn all about your FSA.

Regular full- and part-time employees may elect to enroll in a pre-tax Flexible Spending Account (FSA) to pay for medical and dependent care expenses.

OVERVIEW

An FSA covers a wide variety of medical/dependent care expenses that aren't usually covered through your benefit plan. You might want to open an FSA if:

- You have known medical expenses not covered by insurance.
- You have children (up to age 13) in child care.
- You have children (over age 13) or a spouse with a disability who is unable to care for themselves and is in dependent care.

For more information, including what is considered an eligible expense, [click here](#).

01

TRADITIONAL MEDICAL FSA

If you enroll in the HRA plan, or if you are not enrolled in any of CentraCare's medical plan offerings, you can enroll in the Medical FSA.

These FSA dollars may be used for eligible medical, dental, and vision expenses for employees, their spouses and dependents who can be claimed on your federal income tax return, even if they are not enrolled on your medical insurance.

In 2023, the annual contribution range is a minimum of \$100 and a maximum of \$3,050.

NOTE: If you are enrolled in an HSA, you and your spouse cannot participate in a traditional Medical FSA.

02

LIMITED MEDICAL FSA

If you are enrolled in either CentraCare's Low or High HSA Plans, you can enroll in a Limited Medical FSA that can only be used for eligible dental and vision expenses.

FSA dollars may be used for eligible medical, dental, and vision expenses for employees, their spouses, and dependents who can be claimed on your federal income tax return, even if they are not enrolled on your medical insurance.

In 2023, the annual contribution range is a minimum of \$100 and a maximum of \$3,050.

NOTE: Estimate your election conservatively. For both the Medical and Limited Medical FSA, only up to \$610 of unused funds can be rolled over to the next year. No unused funds in the Dependent Care FSA may be rolled over to the next year.

03

DEPENDENT CARE FSA

Money contributed to a Dependent Care FSA can be used for:

- **Child care services for dependents under the age of 13.**
- **Care for spouse/child 13 years or older with a disability.**

The minimum annual contribution is \$100, and the maximum annual contribution is \$5,000 (\$2,500 if you are married and filing a separate income tax return). Estimate your election conservatively. Any unused Dependent Care FSA funds will be forfeited at the end of the year and do not roll over to the following year.