

# Flexible Spending Accounts

**We provide you with an opportunity to participate in up to two different flexible spending accounts (FSAs) administered through Rehn and Associates.** FSAs allow you to set aside a portion of your income, before taxes, to pay for qualified health care and/or dependent care expenses. Because that portion of your income is not taxed, you pay less in Federal income tax, Social Security tax, and Medicare tax. **The end result is that you decrease your taxable income and increase your take-home pay.**

This coverage will begin first of the month following 6 months from your date of hire. Coverage will end on the day in which your employment ends. You will have up to 90 days to turn in any claims that were incurred prior to the date of your termination.

## Health Care FSA

For 2023, you may contribute up to \$3,050 to cover eligible health care expenses incurred by you, your spouse, and your children up to age 26. Your spouse and children do not need to be enrolled in the health plans to use this benefit. Eligible expenses include:

Coinsurance • Prescriptions • Eye Exams/Eyeglasses • Copayments • Dental Treatment • Lasik Eye Surgery • Deductibles • Orthodontia

For a complete list of eligible health care expenses, visit [www.irs.gov/pub/irs-pdf/p502.pdf](http://www.irs.gov/pub/irs-pdf/p502.pdf).

## Dependent Care FSA

For 2023, you may contribute up to \$5,000 (per family) to cover eligible dependent care expenses (\$2,500 if you and your spouse file separate tax returns). Eligible expenses include:

- Care of a dependent under the age of 13 by babysitters, nursery schools, pre-school or daycare centers.
- Care of a household member who is physically or mentally incapable of caring for him/herself and qualifies as a your federal tax dependent.

For a complete list of eligible dependent care expenses, visit [www.irs.gov/pub/irs-pdf/p503.pdf](http://www.irs.gov/pub/irs-pdf/p503.pdf).

# FSA Rules

## YOU MUST ENROLL EACH YEAR TO PARTICIPATE.

Because FSAs can give you a significant tax advantage, they must be administered according to specific IRS rules:

**Health care FSA:** Unused funds will be available during the 2 1/2 month Grace Period. You may continue to incur claims through March 15, 2024.

**Dependent care FSA:** Unused funds will NOT be returned to you or carried over to the following year.

**You must file claims with 90 days from the end of the Plan Year. You can incur claims until March 15 and must submit claims by March 31.**

Download the [Rehn CDH Mobile App](#) for your Android or iPhone and log in using the same password you use to access the consumer portal.

You can quickly and easily file claims and have the funds directly deposited into your bank account via the online portal or mobile app!