



2025 FSA user guide

This guide was designed to help you understand how your Flexible Spending Account (FSA) works and how to get started using this valuable benefit.

The 2 types of eligible expenses

- 1. Health FSA expenses:** Healthcare expenses that are either not covered or only partially covered by your insurance plan can now be paid pretax. Examples include deductibles, copays, dental expenses (even orthodontia), vision care, and more. For more examples, please see the list enclosed in this packet.
- 2. Dependent Care FSA expenses:** Child-care and elder-care expenses you incur while at work or school may be deducted from your paycheck before tax. In many cases, this will be more advantageous than the federal tax credit.

How the plan works

- **Attend a benefit meeting and estimate your expenses:** The IRS has several rules that govern this plan, so be sure to attend the group meeting that will be held to explain the program. You'll use the enclosed Benefit Analysis Worksheet to estimate your unreimbursed health expenses and day care expenses.
- **Enroll:** Once you have estimated your expenses on the worksheet, you'll complete your enrollment online. Your allocated expenses will be divided into equal payroll reductions.
- **Request reimbursements:** As you experience these costs, simply submit a Request for Reimbursement form to us along with copies of receipts or supporting documentation. You will be reimbursed for qualified expenses directly without paying tax on that money.
- **Insurance premiums:** No Request for Reimbursement is needed for this expense.

Questions?

844-520-LEHP (5437)

TTY: 711

We accept all relay calls.

PacificSource.com/PSA



FAQs about Healthcare FSAs

What are pretax dollars?

Pretax dollars are those that are set aside from your gross earnings before any taxes are computed. Because your taxable income will be lower, your taxes will also be lower. This includes federal, state (if applicable), and Social Security taxes. The result is more spendable income for you and your family.

What are the rules and risks?

The IRS regulates FSAs, and there are several rules that apply to unreimbursed health or dependent-care expenses:

- **Choose the amount for the year carefully.** Once you've decided on your FSA allocation for healthcare expenses, you can't change that amount until the next plan year. (There may be exceptions to this rule; please refer to your Summary Plan Description.) You may be able to change your elections for payroll-deducted premiums and dependent care if you experience a qualified change in status.
- **Use it or lose it.** If "use it or lose it" sounds scary, it doesn't need to be as long as you're conservative with your expense estimates. If you allocate more money than you need during the plan year, any remaining money may be forfeited. Only a limited amount of your FSA balance carries over from one year to the next. If you use care and caution estimating your expenses for the coming year, you'll benefit greatly from the FSA. (See the section on the Carryover Provision.)
- **Date incurred.** Expenses must be incurred during your plan year to be eligible for reimbursement. "Incurred" means the date the service was rendered, not the date you paid the bill.
- **No "double dipping."** Expenses paid through the FSA can't also be taken as an income tax deduction.

Do I need to send receipts when requesting reimbursement?

Yes, we require documentation of expenses along with the Request for Reimbursement form. Documentation can include a copy of the medical bill or the Explanation of Benefits from your insurance company.

Be sure that the documentation includes a description of the charge, the amount, and the date of service. Unfortunately, we cannot accept canceled checks or past-due notices. Please send copies of your documentation and keep originals for your files.

Can I participate in the FSA if I'm not on my company's health plan?

Yes, if you're eligible for benefits. Your employer has certain eligibility requirements for all benefits. Your human resources department can assist you.

How soon must I submit claims?

You may submit requests for reimbursement at any time during the year, and you'll have until 90 days after the end of the plan year to make requests.

How long does it take to be reimbursed for a healthcare expense?

If proper documentation is included, reimbursement takes about one week.

Do I have to claim any of my expenses on my year-end taxes?

Only dependent-care expenses must be reported to the IRS. This is done on the same IRS form used for the Dependent Care Tax Credit. Healthcare expenses reimbursed through your FSA may not be claimed on your tax form.

Can I make changes during the plan year?

You may make changes to your dependent-care election if you experience a qualified event such as marriage, divorce, birth, death, adoption, a change in employment for you or your spouse, or a significant change in cost. Changes to the unreimbursed health-expense election are allowed for a more limited set of qualifying events. To change your election, complete a Change Form and submit it to your human resources department.

What is the Carryover Provision?

Your employer has adopted the carryover provision. That is good news for you because the use-it-or-lose-it rule is relaxed with this provision. You can carry forward any unused balance, up to \$640, in your Health FSA from one plan year to the next.

What is the maximum allowable allocation for an FSA?

It varies by the type of expense. For dependent-care expenses, the current maximum is \$5,000 per calendar year, or \$2,500 if married filing separately. For unreimbursed health expenses, the maximum annual election is up to your employer. For 2025, the annual limit for the Health FSA account is \$3,200. There is no limit on payroll-deducted premium expense allocation.

If I incur a large expense early in the plan year before I've accrued enough through payroll reductions to cover it, will I need to wait to be reimbursed?

No, for unreimbursed health expenses, you have access to your total annual election at the beginning of the plan year. We can begin reimbursing you for eligible expenses as soon as we have received the first payroll reduction from your employer. However, dependent-care expenses are handled differently; please see the next question.

FAQs about Dependent Care FSAs

What if I submit my dependent-care receipt before I've accrued enough through payroll reductions to cover that expense?

For dependent-care expenses, reimbursement is available only after those funds have been payroll-deducted by your employer and transmitted to us. If you have a portion of the funds available when we receive your request, we'll issue a partial reimbursement right away. We will issue a reimbursement for the balance of your request as soon as adequate funds become available.

How long does it take to be reimbursed for dependent-care expenses?

Reimbursement takes about one week from the date we receive your dependent-care claim, as long as those funds have already been payroll-deducted by your employer and sent to us.

Can I change my election for child care mid-year?

Only if you experience a qualified change in status. This includes marriage, divorce, death, birth, adoption, or a change in employment for you or your spouse. It also includes a job shift change for you or your spouse that directly affects your child care.

Can I pay my child to watch my other kids and claim it as an eligible expense?

The IRS does not recognize payments you make to dependents who live in your home. If the child-care provider is a relative who is not a dependent, then the payment is eligible. The rules that apply to your FSA are the same rules that apply to tax credits for dependent care.

Tax savings example

The dollars you include in your FSA reduce your reportable and taxable income. Your annual contributions reduce what is reported on your W-2 tax form.

The following example shows the effect of an FSA for an employee who pays \$200 per month for health insurance:

	Without FSA	With FSA
Gross salary	\$1,500	\$1,500
Pretax insurance	\$0	-\$200
Adjusted salary	\$1,500	\$1,300
Income tax	-\$450	-\$390
Net salary	\$1,050	\$910
After-tax salary	-\$200	\$0
Take-home pay	\$850	\$910

By taking the insurance premium as a pre-tax payroll reduction, the employee in this example has increased their take-home income by \$60 per month or \$720 for the year.

More questions?

There are many regulations governing the Section 125 FSA program. For more information, please refer to your Summary Plan Description.

If you're still not finding the answers you need about your FSA or the materials in this packet, contact our Customer Service team at **971-222-1050** or **844-520-LEHP** (5347), TTY: 711. (We accept all relay calls). Or email LegacyEHP@PacificSource.com.