



Flexible Spending

INFO

Indian Rivers Behavioral Health offers a Health Care and Dependent Care Flexible Spending Account through Discovery Benefits.

A flexible spending account (FSA) allows an employee to set aside a portion of their earnings to pay for qualified medical and dependent care expenses using pre-tax dollars. Money deducted from an employee’s pay into an FSA is not subject to payroll taxes.

The election made during the employee’s new hire or open enrollment period is effective for the remainder of the Plan Year and generally cannot be revoked during the Plan Year unless the employee experiences a qualifying life event.

Important rules to keep in mind:

- The IRS has a strict “use it or lose it” rule. If you do not use the full amount in your FSA, you will lose any remaining funds.
- Indian Rivers Behavioral Health has adopted a “grace period” for the Health Care FSA that follows the end of the Plan Year allowing you to request reimbursement for qualified medical expenses incurred during the “grace period” of January 1 – March 15.
- Once you enroll in the FSA, you cannot change your contributions amount during the year unless you experience a qualifying life event.
- You cannot transfer funds from one FSA to another.
- If you do not use your FSA contributions by March 15, the remaining funds will be forfeited.
- Re-enrollment is required each year.

FLEXIBLE SPENDING ACCOUNT

Coverage	Maximum Annual Election	Accessing Account Balance
Health Care FSA	\$2,750* pending IRS release of new maximum	Point of sale for medical/ dental/vision/Rx, etc. with Discovery Card
Dependent Care FSA	\$5,000 married filing jointly/ \$2500 married filing separate	Submit expenses for reimbursement



RESOURCES

ELIGIBLE EXPENSE LIST

www.DiscoveryBenefits.com/eligibleexpenses

FSA CALCULATOR

www.DiscoveryBenefits.com/fsacalculator

DISCOVERY BENEFITS MOBILE APP VIDEO

www.DiscoveryBenefits.com/mobileappvideo

FSA 101 VIDEO

www.DiscoveryBenefits.com/fsa101

FSA STORE

www.DiscoveryBenefits.com/fsastore

For additional information about your FSA plans, visit www.DiscoveryBenefits.com or contact customer service at 1.866.451.3399

Health Care Flexible Spending Account

The health care FSA may be used for any health, dental, and vision expenses not reimbursed by any other benefit plans. These expenses include deductibles, copays, coinsurance, dental services, eye glasses, contact lenses, Lasik eye surgery, orthodontics for adults and children, hearing aids, chiropractor, some diabetic supplies, medical equipment and other out-of-pocket costs not covered by our health, dental, or vision plans. The maximum yearly contribution is \$2,750. Employees will have access to their full FSA contributions on the first day of the plan year or initial enrollment period. The FSA can be elected even if you are not a participant in the health plan. Employees enrolled in the FSA will receive a debit card to access their account balances.

Eligible health care expenses are based on the interpretation of Section 213(d) of the IRS code. As such, you will never find an all-inclusive, definitive listing of eligible expenses. The IRS defines eligible expenses as, "Amounts paid for the diagnosis, cure, mitigation, treatment, or prevention of disease, and for treatments affecting any part of function of the body. The medical care expenses must be primarily to alleviate or prevent a physical or mental defect or illness" For more information, you can visit the IRS website, www.irs.gov.

Dependent Care Flexible Spending Account

The dependent care FSA can be used to pay for dependent care expenses for dependents up to age 13. Qualifying expenses include daycare fees, before-school and after-school care, and local day camp. If you are married, your spouse must either be employed or a full-time student in order to use a dependent care FSA. The maximum yearly contribution is \$5,000. Under IRS guidelines, you can only be reimbursed for dependent care that has already taken place. Also, you can only be reimbursed for the amount you have already contributed to your dependent care FSA. Eligible and incurred expenses must be submitted to the Discovery Benefits for reimbursement.