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Healthcare FSA

Do you want to save 30% on health-related expenses this year? Enrolling in a healthcare flexible spending account (FSA) can save you up to $900 a year.

What is a healthcare FSA?

A healthcare FSA is an account that lets you set aside money before taxes to pay for many medical expenses for yourself, your spouse, or eligible dependents.

What can it be used for?

Eligible expenses include things like insurance copayments and deductibles, prescription drugs, vision and dental expenses.

How does it work?

1. During open enrollment, sign up for a healthcare FSA.
2. Choose how much money you'd like to set aside for medical expenses.
3. The amount you've chosen is divided equally and deducted from your paycheck over the course of the year.
4. When paying for eligible expenses, you can use your PlanSource Benefits Mastercard to pay direct or use your personal funds and get reimbursed.

When can I use it?

Conveniently, the total amount you've chosen to put in your FSA is available to start spending on the first day of your plan.

Helpful Tips

Plan ahead to maximize your healthcare FSA and use all your funds each year.

- Review what you paid for health-related expenses last year — are there any reoccurring items?
- Think about the upcoming year — does anyone in your family need orthodontia or vision care? Are you thinking of having a child?
- Use the information to figure out how much you'd like to have in your FSA.

Did You Know?

You can use your FSA for:

- Medical procedures and surgeries
- Exercise and wellness expenses
- Family planning and care
- Many prescription drugs, vitamins, and probiotics

Frequently Asked Questions

Healthcare FSA

1. **What is an FSA?**
   An FSA is an account that lets you set aside money before taxes to pay for medical, dental and vision expenses for yourself, your spouse and eligible dependents.

2. **Who is eligible for an FSA?**
   An FSA covers eligible expenses for you and your dependents, even if they are not covered under your primary health plan.

3. **What expenses are eligible through an FSA?**
   Health plan co-pays, deductibles, over-the-counter medications, eyeglasses, dental care, and certain medical supplies are covered. The IRS provides specific guidance regarding eligible expenses. (See IRS Publication 502).

4. **How do I contribute money to my FSA?**
   The amount you elect as your annual contribution will be divided by the number of paychecks for the year. This pay period amount will be deducted from each paycheck before taxes.

5. **How do I get the funds out of my FSA?**
   If you have a benefits debit card, simply swipe it at the register. Otherwise, file a claim including the receipt documenting the type, amount and date. Once approved, your reimbursement check will be mailed or deposited into your bank account.

6. **How soon can I start spending my FSA funds?**
   Your entire annual election amount is available on the first day of the plan year.

7. **What happens if I don't spend all of my FSA by the end of the plan year?**
   Be sure to only allocate dollars for predictable medical expenses. Any unused funds at the end of the plan year are forfeited, also called the use-it-or-lose-it rule. You will have 90 days after the end of the plan year to submit for eligible expenses with dates of service for the prior year.

8. **Can I change my election amount mid-year?**
   Elections can only be altered if you experience a change in status as defined by IRS regulations, such as marriage, divorce, birth, or death in your immediate family.

9. **What happens to my FSA if my employment is terminated?**
   Participation in your FSA is also terminated. This means that only expenses that were incurred prior to your termination date are eligible for reimbursement.

10. **Can I deduct healthcare expenses paid for by my FSA?**
    No, any expense paid for with FSA dollars cannot be claimed as a deduction.

11. **Can over the counter (OTC) medications be purchased with my FSA?**
    Yes, OTC medications are eligible to be bought with your FSA.

Sign up for a healthcare FSA and start saving today!

https://plansource.wealthcareportal.com/Page/Home

888-266-1732, Option 2 for Reimbursement Support

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