



Your FSA Benefit

UMATILLA-MORROW COUNTY
HEAD START

What is an FSA?



“Cafeteria Plan”

“Section 125 Plan”

- The IRS Code (Section 125) allows you to put pre-tax dollars into an account and spend those funds tax-free for certain eligible expenses.
- Pre-tax dollars are deducted from your gross income **before** Federal, State, and Social Security (FICA) taxes are deducted

What are Eligible Expenses?

The IRS allows two types of eligible expenses, and determines what is eligible in each category:

- Healthcare Expenses
- Dependent Care Expenses



Your Healthcare Account

Unreimbursed healthcare costs not covered by any insurance plan:

- Medical
- Dental
- Vision
- Prescription
- Alternative Care



Your Healthcare Account

Sample Healthcare Expenses:

Co-pays

Deductibles

Coinsurance

Prescription Drugs

Lasik Eye Surgery

Chiropractic

Dental/Orthodontia

Eyeglasses/Contacts

Hearing Aids

Massage Therapy*

Naturopath

Acupuncture*

Tobacco Cessation

Over-the-Counter items*

*May require a prescription or letter of medical necessity

Healthcare Account

Annual Maximum:

\$2,500

Plan Year:

October 1, 2014 through September 30, 2015

Entire Election Is Available from Day 1

How long do I have to submit claims:

Up to 90 days following the end of the plan year
(Date of service must be within Oct 1 – Sept 30, 2015)

Dependent Care Account

Day-care Expenses for

- Children 12 and Under
- Disabled Spouse or Parent
- IRS Annual Contribution Limit:
 - \$5,000 (Single or Married Filing Jointly)
 - \$2,500 (Married Filing Separately)



Dependent Care Account

Custodial Care such as:

- Before and after school day-care
- Day camps
- Pre-kindergarten classes
- Care-provider transportation
- Application fees



Dependent Care Account

Important Restrictions:

- Expenses Must Be Incurred
- Reimbursement Is Limited to Available Funds



How to Use the Plan

How to Get Reimbursed:

1. Submit Manual Claim
 - a) Website
 - b) Fax
 - c) US Mail

How to Use the Plan

Reimbursement:


- Within Five Days of Claim
- Direct Deposit
- Check



Online Account Access

www.pacificsource.com/psa

Flex Benefits



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- View Account Status
- Payment Information
- Submit a Claim

The “Fine Print”

- Funds Cannot Be Moved Between Accounts
 - “Use It or Lose It” (90 Day Run-out)
 - Qualifying Event to Change Election
 - Impact on Social Security



How to Use the Plan

1. Plan Your Election Amount
2. Complete the Enrollment Form
3. Elections Are Deducted from Your Paycheck
4. Purchase Eligible Expenses
 - For You and Any Tax Dependents

Customer Service

(800) 422-7038

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