

Flexible Spending Accounts (FSA)

Benefits are offered through ASIFlex

Flexible Spending Accounts (FSA) offer you a way to save money on your health care and/or dependent care (daycare) expenses. The money you deposit into the spending accounts is deducted pre-tax from your paycheck in equal amounts 24 times throughout the year (12 times for monthly payroll). Most people save at least 25% on each dollar that is set aside through the FSA program. The State of Nebraska offers you two flexible spending accounts: the Health Care FSA and the Dependent Care FSA. You must enroll each year to participate in the flexible spending accounts.

Important Facts about FSAs

- You can participate in the Health Care FSA, the Dependent Care FSA, or both.
- You can only enroll during your first 30 days of eligible employment or during Open Enrollment.
- You cannot enroll or change your FSA election mid-year unless you experience a qualifying life event.
- You must re-elect your FSA contribution every year during Open Enrollment.
- Estimate your expenses carefully – any money left in your account after the end of the plan year will be forfeited.
- Money cannot be transferred from a Health Care FSA to the Dependent Care (Daycare) FSA and vice versa.
- ASIFlex will mail all enrollees for the 7/1/2021 plan year a confirmation letter to your home address.
- You cannot contribute to general purpose Healthcare FSA and an HSA during the same plan year.
- To learn more about FSAs and eligible expenses, go to ASIFlex website at www.ASIFlex.com or visit das.nebraska.gov/personnel/wellness/index.html.

Save Money with an FSA

Here's how you can save money when you use an FSA. As you can see, a teammate who earns \$30,000 annually and uses the plan to cover \$1,500 in eligible expenses would save \$415 by using the FSA plan.

| Let's assume... | With FSA | Without FSA |
|-----------------------------------|--------------|-------------|
| Annual Base Pay | \$30,000 | \$30,000 |
| Total Annual Contribution | \$1,500 | \$0 |
| Taxable Income | \$28,500 | \$30,000 |
| Federal Income Tax (20%) | \$5,700 | \$6,000 |
| Social Security(FICA) Tax (7.65%) | \$2,180 | \$2,295 |
| Total Tax | \$7,880 | \$8,295 |
| After-tax Eligible FSA Expenses | \$0 | \$1,500 |
| Take Home Pay | \$20,620 | \$20,205 |
| Annual Tax Savings | \$415 | \$0 |

We've Gone Mobile!

Check out our **FREE** mobile app!
 What participants are saying:
 "Fantastic Application!" "This app is great for checking claims and filing claims."
 "Very easy to use and super convenient."

Features

- Use your phone/tablet to file claims.
- Take a picture with your device's camera to attach as documentation.
- View information regarding your account(s).
- Access your account statement.

Just scan the code with your mobile device to get the new app!
 Visit WWW.ASIFLEX.COM for more information.

Available on the Google play and App Store.

Additional FSA Tools

Visit www.ASIFlex.com today!

- **FSA Store** - Go to asiflex.com and click on the FSA Store icon to receive special pricing. All products are eligible – no prescription required! This includes products such as bandages, allergy medicines, cold and flu medicines, pain relievers, family planning items, menstrual care products, contact lens solutions, breast pumps, baby monitors, blood pressure monitors, diabetes care supplies, sunscreen and lip balms, thermometers, etc.
- **ASIFlex Cardless Pay Service** - ASIFlex and FSA Store have teamed up to make your shopping experience easier and more secure. With our Cardless Pay service, you no longer need to use any credit or debit card numbers. Payment to FSA Store can be made directly from your ASIFlex account.
- **ASIFlex Mobile App** - Check your balance or submit claims at any time, from anywhere! The app is free from Google Play or the App Store.
- **ASIFlex Card** - You can submit health care FSA claims or use the ASIFlex Card – the choice is yours. Learn more at asiflex.com/debitcards.

Dependent Care FSA

The Dependent Care FSA allows you to use tax-free money to pay for dependent care expenses that enable you to work. This includes eligible day care, before- and after-school expenses for a child under age 13, or an older dependent who lives with you at least 8 hours per day and requires someone to assist with day-to-day living.

How it works:

- IRS maximum annual contribution is \$5,000 per household for the calendar year.
- Your minimum annual contribution is \$72
- You can use your dependent care FSA for eligible expenses incurred from July 1, 2021, to June 30, 2022.
- You have until October 31, 2022, to file a claim for reimbursement. Any balance left in your account after October 31, 2022, will be forfeited.
- You are only reimbursed up to the amount you have contributed at the time your claim is processed.
- Amounts requested above your account balance will automatically be reimbursed as subsequent contributions from your paycheck become available.

Eligible Dependent Care Expenses include day care, babysitting, and general purpose day camps.

Ineligible Dependent Care Expenses include overnight camps, care provided by your spouse or your child under the age of 19, and care provided while you are not at work.

Dependent Care FSA vs. Dependent Care Tax Credit

The money you contribute to the Dependent Care FSA reduces the amount of dependent care expenses you can claim on your federal income tax. You may want to talk with a tax professional to determine if the Dependent Care FSA or the federal tax credit provides you with the greatest savings.

****During Open Enrollment, please double check you are selecting the correct FSA.***

Go Green!

Save paper and time. Sign up for account notices to be sent through email and/or text messaging. You may also receive all reimbursements via direct deposit. Just sign into your online account to update your personal settings.

Health Care FSA

The Health Care FSA reimburses you for eligible out-of-pocket health care expenses not covered by any health, dental or vision care plan you may have.

How it works:

- Your maximum annual contribution is \$2,750 for the plan year.
- Your minimum annual contribution is \$120.00.
- New enrollees will receive a set of two debit cards. If you do not want the card(s), contact ASIFlex to cancel.
- Claims must be incurred between July 1, 2021, and June 30, 2022.
- You have until October 31, 2022, to file a claim for reimbursement. Any balance left in your account after October 31, 2022, will be forfeited.

NOTE: SAVE YOUR ITEMIZED RECEIPTS from your FSA, Health insurance plan Explanation of Benefits (EOB) statements and debit card transactions.

Eligible Health Care Expenses:

Go to www.ASIFlex.com and click on the Resources Tab and select "FSA Store" and/or "Eligible Expenses" to learn more.

- Deductibles, copays and coinsurance for medical care, prescriptions, dental, vision or hearing care.
- Dental expenses including exams, fillings, crowns, bridges, implants, dentures and cleansers/adhesives, orthodontics, etc.
- Vision expenses including exams, prescription eyeglasses/sunglasses, reading glasses, contact lenses and cleaners, laser eye surgery, etc.
- Over-the-counter health care products (no prescription required) including allergy medicines, cough and flu remedies, pain relievers, menstrual care products, bandages, baby monitors, breast pumps, blood pressure monitors, sunscreen/lip balm 15+ SPF and broad spectrum, thermometers, etc.
- Mileage you incur while traveling to obtain health care. Reimbursement is available up to the IRS standard mileage rate. See asiflex.com News for the up-to-date limits.

Ineligible Health Care Expenses:

See website for detailed listing.

Examples of expenses not reimbursable under the Health Care FSA:

- Insurance premiums
- Cosmetic procedures (e.g. face lifts, teeth whitening, veneers, etc.)
- Clip-on or nonprescription sunglasses
- Toiletries
- Long-term care expenses
- Drugs, herbs, or vitamins for general health and not used to treat a medical condition