



What is a dependent care FSA?

How a dependent care FSA works

A dependent care FSA is a flexible spending account that allows you to set aside pre-tax dollars for dependent care expenses, such as daycare, that allow you to work or look for work.

You choose an annual election amount, based on your employer's plan (the maximum for 2023 is \$2,500 for married couples filing separately or \$5,000 for single people and married couples filing jointly). The money is placed in your account via payroll deduction, in equal installments, and then used to pay for eligible dependent care expenses incurred during the plan year.

Why should I enroll in a dependent care FSA?

Child and dependent care is a large expense for many families. Millions of people rely on child care to be able to work, while others are responsible for older parents or disabled family members.

If you pay for care of dependents in order to work, you'll want to take advantage of the savings this plan offers. Money contributed to a dependent care account is free from federal and state taxes and remains tax-free when it is spent on eligible expenses.

What can I pay for with my dependent care FSA?

- + Before-school or after-school care for children 12 and younger
- + Custodial care for dependent adults
- + Licensed day care centers
- + Nanny / Au Pair
- + Nursery schools or preschools
- + Late pick-up fees
- + Summer or holiday day camps

However, you can't pay for things like:

- Expenses for non-disabled children 13 and older
- Food, clothing, sports lessons, field trips, and overnight camp expenses
- Educational expenses, including kindergarten or private school tuition fees

How do I use my FSA to pay for dependent care expenses?

You can use your **Lane Health Card with a Heart**® to pay your provider for eligible dependent care expenses, or pay with your personal funds and submit a claim for reimbursement.

Dependant Care FSA helpful hints

- + You must have funds in your dependent care FSA before you can spend them.
- + You can't change your election amount during the plan year, unless you experience a change in status or qualifying event.
- + Keep your receipts, you will need an itemized invoice for all reimbursement requests.
- + The easiest way to manage your account is online at [BeWell.lanehealth.com](https://www.BeWell.lanehealth.com)
- + Any unused funds that remain in your account at the end of the year will be forfeited, unless your dependent care FSA has a carryover provision or grace period.