

FLEXIBLE SPENDING ACCOUNT (FSA) OPEN SEASON
NOVEMBER 8 – DECEMBER 13, 2004
FSA HAS THE SAME OPEN SEASON AS FEHB.

- If you enrolled in the initial open season for 2003 OR in 2004, you **must make a new election to continue participating in 2005.**
- FSA is a tax-favored benefit that allows you to set aside pre-tax money from your paychecks to pay for a variety of eligible expenses. You can reduce your taxes while paying for services you would have to pay for anyway, that could provide a discount savings over 40%. There are two types of FSAs offered by the FSAFeds Program (**HCFSA – Health Care Flexible Spending Account and DCFSA – Dependent Care Flexible Spending Account**). HCFSA covers eligible health care expenses not reimbursed by your FEHB Plan, or any other medical, dental, or vision care plan you or your dependents may have and DCFSA covers eligible dependent care expenses incurred so you can work, or if you are married, so you and your spouse can work, or your spouse can look for work or attend school full-time. The maximum amount that can be allotted for HCFSA is \$4,000.00 annually and the minimum is \$250.00. The maximum amount that can be allotted for DCFSA is \$5,000.00 annually and the minimum amount is \$250.00.
- If you are a Federal employee “eligible” for FEHB – even if you’re not enrolled in FEHB –you can choose to participate in either, or both, of the flexible spending accounts. If you are not eligible for FEHB, you are not eligible to enroll for a Health Care FSA. However, almost all Federal employees are eligible to enroll for the Dependent Care FSA. The only exception is intermittent employees who are expected to work less than 180 days during the year.
- You may enroll online anytime during Open Season November 8 – December 13th) at www.fsafeds.com or by calling the toll-free number 1-877-FSAFeds (372-3337) Monday through Friday, from 9 a.m. until 9 p.m. eastern time and an FSAFeds Benefit Counselor will help you enroll.