

Flexible Spending Accounts / FSAs

Q: What is an FSA?

- An FSA is an account that lets you use PRE-tax dollars to pay for out-of-pocket health care expenses or childcare expenses. ([See list of eligible expenses](#))
- That means you don't pay income tax on this money!
- Health Equity manages the Goodwin Living FSA plans.

Q: How does an FSA work?

- You decide how much money you think you will spend in the next plan year for out-of-pocket health care expenses (Health Care FSA), or on childcare expenses so you can work (Dependent Care FSA)
- Enroll in the plan in the ADP Benefits Portal by selecting the plan type and amount you wish to set aside per pay period or per year.
- Health Care FSA allows for up to \$2850 to be set aside.
- Dependent Care FSA allows for up to \$5000 to be set aside.
- Goodwin Living deducts that amount from your pay each pay period.
- Use the FSA debit card when you go to the doctor or dentist, or when picking up a prescription. SAVE YOUR RECEIPTS as you may have to provide these to Health Equity.
- Pay for childcare out-of-pocket, then submit claims online for reimbursement.

Q: Am I eligible?

- All full-time team members are eligible.

Q: What's the benefit to me?

- You don't pay income tax on the money in your FSA, so you could save 20-30% of your income.

- Can be used for eligible dependents' health care expenses and childcare expenses.

Q: How do I know how much to set aside?

- For the Health Care FSA -- Look at what you spent this past year on out-of-pocket expenses i.e. medical co-pays, deductibles, routine prescriptions that you pay for. Will next year be similar? Do you have predictable, ongoing medical expenses? Are you planning major dental work?
- For the Dependent Care FSA – Do you pay childcare so you can work? This includes before- and after-school care expenses, summer day camp, nursery school, and pre-school.

Q: How do I manage my account?

- Register for an online account at www.healthequity.com/wageworks

Q: What's the downside?

- Any unused funds could be lost.
- In the Health Care FSA, you may rollover up to \$570 to the next plan year, however you must enroll in the Health Care FSA plan in the new year to use the leftover funds. Anything above \$570 would be forfeited.
- In the Dependent Care FSA, all dollars not spent by the plan year end (Dec. 31) are forfeited.
- Both plans allow up to April 1 of the following year to submit claims for reimbursement, provided the claim was incurred during the plan year.

Q: How can I learn more?

- [Check out the Health Equity site to read on about the FSA accounts.](#)
- Log into www.workforcenow.adp.com and find the FSA tile under Benefits on the Homepage.
- Email JHobbs@GoodwinLiving.org or call 703-517-3633.