

Federal Flexible Spending Account (FSAFEDS) Open Season

The Federal Flexible Spending Account (FSAFEDS) Open Season will take place November 9, 2015 through December 14, 2015. The FSAFEDS program is a pre-tax benefit program that is offered to eligible Federal employees through the FSAFEDS Open Season. **Unlike health insurance, enrollments do NOT carry forward from year to year. Current participants MUST RE-ENROLL for 2016.**



How Does It Work? Flexible Spending Accounts (FSAs) offer tax savings by allowing you to pay for eligible out-of-pocket health care and dependent care expenses with pre-tax money. By using pre-tax dollars to pay for these expenses, an FSA gives you an immediate discount that equals the taxes you would otherwise pay on that money. Without an FSA, you would still pay these expenses, but you would do so using money remaining in your paycheck after Federal (and often state and local) taxes are deducted. There are three types of FSAs available:

- The **Health Care FSA** (HCFSA) is used to pay for eligible health care expenses such as co-payments and deductibles not covered by the Federal Employees Health Benefits (FEHB) Program, the Federal Employees Dental and Vision Insurance Program (FEDVIP), or any other insurance. Please note that there is no grace period and expenses incurred after December 31, 2016 will not be considered eligible expenses for the 2016 Benefit Period.
- The **Limited Expense HCFSA** (LEX HCFSA) for eligible dental and vision expenses is designed for individuals who are enrolled in or covered under a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). Under IRS rules, you **cannot** enroll in a general purpose HCFSA and an HSA at the same time. But you can enroll in a LEX HCFSA and an HSA at the same time. A LEX HCFSA limits coverage to eligible dental and vision expenses not covered by other insurance. Please note that there is no grace period and expenses incurred after December 31, 2016 will not be considered eligible expenses for the 2016 Benefit Period.
- A **Dependent Care FSA** (DCFSA) is used to pay for childcare and/or adult dependent care expenses that are necessary to allow you and your spouse (if married) to work, look for work, or attend school full time. You, and your spouse if married, must have earned income during the year in order to be eligible. Please note the grace period for Dependent Care FSA ends March 15, 2016.

How Do I Enroll? Employees who wish to enroll must enroll during the upcoming Open Season (November 9 – December 14, 2015). FSA elections are completely voluntary. NASA does not play a part in the FSAFEDS enrollment process. You enroll directly with FSAFEDS, either through their Web site, www.FSAFEDS.com, or by calling an FSAFEDS Benefits Counselor. If you have questions during the enrollment process, contact an FSAFEDS Benefits Counselor toll-free at 1-877-372-3337 (1-877-FSAFEDS).

Date of Issue: October 2015

When Will the FSA be Effective? The Benefit Period begins January 1, 2016 and ends December 31, 2016. Any money you elect to set aside in an FSA for a given Benefit Period may be used only for eligible expenses you incur for services received during that Benefit Period.

Will My Balance Rollover? You may carry over up to \$500.00 of unspent funds to the next Benefit Period when you enroll during Open Season for the upcoming year. If you do not reenroll in the FSA, all unused funds will be forfeited at the end of the Benefit Period, and you will not be eligible to carry over any balance. Additionally, the minimum election has been lowered to \$100 for all accounts.

For more information, visit: www.FSAFEDS.com.

For questions concerning this notice, contact:
NSSC Customer Contact Center
1-877-677-2123 (1-877-NSSC123) or nssc-contactcenter@nasa.gov