

Federal Flexible Spending Account (FSA) 2010 Open Season

The Federal FSA Open Season will take place November 9, 2009 through December 14, 2009. The FSA program is a pre-tax benefit program that is offered to eligible Federal employees during the FSA Open Season.

Important: Enrollments do NOT carry forward from year to year. Current participants MUST RE-ENROLL for 2010.

How Does It Work?

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 locality) taxes are deducted. There are three types of FSAs available:

- The **Health Care FSA** (HCFSA) is used to pay for eligible health care expenses not covered by the FEHB Program, the Federal Employees Dental and Vision Insurance Program (FEDVIP), or any other insurance. Expenses such as co-payments, co-insurance, deductibles, over-the-counter medicines, medical supplies, prescription drugs, vision and dental care, even shipping and handling charges for mail-order prescriptions and eligible over-the-counter items are covered. For a comprehensive list of eligible expenses, please visit <http://www.opm.gov/insure>, then scroll to the bottom of the page and under the **Flexible Spending Accounts** heading, click the **Eligibility Jukebox** option.
- The **Limited Expense HCFSA** (LEX HCFSA) 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.
- 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.

How Do I Enroll?

Employees who wish to enroll must enroll during the upcoming Open Season (November 9 – December 14, 2009). FSA elections are completely voluntary. Your employing agency does not play a part in the FSAFEDS enrollment process. You enroll directly with FSAFEDS, either through the Web site or by calling an FSAFEDS Benefits Counselor. To enroll in FSAFEDS via the Internet, go to www.FSAFEDS.com and click the **Enroll** link. If you have questions during the enrollment process, contact an FSAFEDS Benefits Counselor toll-free, at 1-877-FSAFEDS (372-3337).

When Will the FSA be Effective?

The benefit period begins January 1, 2010 and ends March 15, 2011. Any money you elect to set aside in a flexible spending account for a given Benefit Period may be used only for eligible expenses you incur for services received during that Benefit Period. **Remember: IRS regulations stipulate that any money remaining in your FSA account after March 15, 2011 for which you have not incurred eligible expenses, cannot be rolled over (use it or lose it).**

How Do I Learn More?

Visit <https://www.fsafeds.com/fsafeds/eligibleexpenses.asp> to view eligible health care services, products, and expenses. Visit <https://www.fsafeds.com/fsafeds/SummaryofBenefits.asp> for more information on FSAs.

Any questions concerning this notice, contact:
NSSC Customer Contact Center
1-877-NSSC123 or nssc-contactcenter@nasa.gov