

Federal Flexible Spending Account (FSAFEDS) Open Season

The Federal Flexible Spending Account (FSAFEDS) Program Open Season will take place Nov. 13, 2023, through Dec. 11, 2023. The FSAFEDS Program is a pretax 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.**



Important: If you were enrolled in FSAFEDS for 2023 and wish to continue your enrollment, you **MUST RE-ENROLL** for the 2024 Benefit Period. Your enrollment **WILL NOT** carry over into the new payroll year.

“Ask the NSSC” Open Season – Hosted by the NASA Shared Services Center (NSSC) Benefits Counselors

Date: Nov. 7, 2023

Time: 10:00-11:30 am CT

Registration link:

<https://nasa.sharepoint.com/sites/nssc/layouts/15/Event.aspx?ListGuid=9316191e-d554-4cba-a144-5ebf63870c45&ItemId=427>

Event description: The NSSC Benefits Counselors are hosting a virtual one-hour event to discuss upcoming plan changes, timelines for making changes, and will discuss how to make changes to your benefits during the 2023 Federal Benefits Open Season.

What’s new for 2024? Participants may carry over up to \$610 of unused funds remaining in their Health Care Flexible Spending Account (HCFSA) and Limited Expense Flexible Spending Account (LEX HCFSA) at the end of 2023 into 2024, if they re-enroll for the 2024 plan year.

When will the flexible spending account (FSA) be effective? The Benefit Period begins Jan. 1, 2024, and ends Dec. 31, 2024. 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.

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 pretax money. By using pretax 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 Dec. 31, 2023, will not be considered eligible expenses for the 2023 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 Internal Revenue Service rules, you cannot enroll in a general purpose HCFSA and an HSA at the same time. You can, however, 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 Dec. 31, 2023, will not be considered eligible expenses for the 2023 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. To be eligible, you (and your spouse, if you are married) must have earned income, attended school full time, or your spouse was physically or mentally incapable of self-care. Please note the grace period for DCFSA ends March 15, 2024.

Will my balance roll over? You may carry over up to \$610 of unused funds in an HCFSA or LEX HCFSA to the next Benefit Period when you re-enroll in the same account(s) during Open Season for the upcoming year. A balance in a DCFSA will NOT roll over. If you do not re-enroll in these FSAs, 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 remains \$100 for all accounts.

How do I enroll? Employees who wish to enroll must enroll during the upcoming Open Season (Nov. 13-Dec. 11, 2023). FSA elections are completely voluntary. The National Aeronautics and Space Administration (NASA) does not play a part in the FSAFEDS enrollment process. You enroll directly with FSAFEDS, either through its website, 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 877-372-3337 (877-FSAFEDS).

For more information, visit: www.fsafeds.com and <https://www.opm.gov/healthcare-insurance/open-season>.

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