FLEXIBLE SPENDING Accounts

The University offers three flexible spending account (FSA) options through Rocky Mountain Reserve (RMR). The health care FSA, the limited purpose health care FSA, and the dependent care FSA allow you to pay for eligible health care and dependent care expenses with pre-tax dollars. For a full list of eligible expenses, go to www.irs.gov/publications and search for Publication 502.

Same-Sex Domestic/ Civil Union Partners

Health care and/or dependent care expenses for a domestic/civil union partner are reimbursable through an FSA only if your domestic/civil union partner is a tax code dependent.

Health Care FSA

The health care FSA allows you to set aside money from your paycheck on a pre-tax basis (before income taxes are withheld) to pay for eligible out-of-pocket expenses, such as deductibles, copays, and other health-related expenses that are not reimbursed by the medical, dental, or vision plans. Over-the-counter (OTC) medications are not eligible for reimbursement without a prescription.

You may contribute up to $2,600 to the health care FSA for the 2017–2018 plan year (July 1–June 30). The entire amount you elect is available to you on your first day of eligibility. At the end of the plan year, you can roll over $500 from your health care FSA to use in future years.

Limited Purpose Health Care FSA

If you fund an HSA, you can contribute to a limited purpose health care FSA (LPFSA). Allowable expenses are limited to eligible dental and vision expenses only.

You may contribute up to $2,600 to your LPFSA for the 2017–2018 plan year (July 1–June 30). The entire amount you elect is available to you on your first day of eligibility. At the end of the plan year, you can roll over $500 from your LPFSA to use in future years.

Dependent Care FSA

The dependent care FSA allows you to set aside money from your paycheck on a pre-tax basis for day care expenses to allow you and your legally married spouse (same- or opposite-sex) to work or attend school full time. Eligible dependents are children under 13 years of age, or a child over 13, spouse, or elderly parent residing in your house who is physically or mentally unable to care for himself or herself. Examples of eligible expenses are day care facility fees, before- and after-school care, in-home babysitting fees, and elder care (income must be reported by your care provider). Kindergarten expenses are not eligible for reimbursement.

You may contribute up to $5,000 to the dependent care FSA for 2017–2018 plan year (July 1–June 30) if you are married and file a joint return or if you file a single or head of household return. If you are married and file separate returns, you can each elect $2,500 for the 2017–2018 plan year. You can only be reimbursed up to the amount that has been deposited into your dependent care FSA.

FLEXIBLE SPENDING *Accounts*

How does an FSA work?

You decide how much to contribute to your health care FSA and/or dependent care FSA on a plan year basis up to the maximum allowable amounts. Your annual election will be divided by the number of pay periods and deducted evenly on a pre-tax basis from each paycheck throughout the year.

You will receive a debit card from RMR, which can be used to pay for eligible health care expenses at the point of service. If you do not use your debit card or if you have dependent care expenses to be reimbursed, submit a claim form and a bill or itemized receipt from the provider to RMR. Keep all receipts in case RMR requires you to verify the eligibility of a purchase.

Rocky Mountain Reserve Online Resources

Visit www.rockymountainreserve.com to:

- View your account balance(s)
- Estimate your eligible expenses
- Request a health care FSA debit card
- Download forms
- Submit claims

Things to consider before contributing to an FSA:

- **For the health care FSA, at the end of the plan year, you can roll over $500 from your health care FSA to use in future years. Any amount in excess of $500 will be forfeited. This also applies to the limited purpose health care FSA.**
- **Dependent care FSA dollars are use it or lose it. You will forfeit any money left in your account at the end of the plan year.**
- You cannot take income tax deductions for expenses you pay with your FSA(s).
- You cannot stop or change your FSA contribution(s) during the plan year unless you experience a qualifying life event. Refer to page 5 for details.