

FLEXIBLE SPENDING ACCOUNTS

High Country Community Health continues to offer Health Care and Dependent Care Flexible Spending Accounts (FSAs), administered by HealthEquity. FSAs allow you to pay for eligible health care and dependent care expenses with pre-tax dollars which can increase your take-home pay. The Dependent Care FSA is offered to everyone, no matter what medical plan you may be covered under, through High Country Community Health or elsewhere.

There are three types of FSAs to choose from

Health Care FSAs

May be used to pay for eligible medical, prescription, dental and vision expenses not fully covered by your insurance plans for you and your tax eligible dependents. If you are enrolled in the HDHP Plan, you are not eligible to participate in the Health Care FSA.

Limited Purpose FSAs

Are available to those who are enrolled in a qualified High-Deductible Health Plan (HDHP). Limited Purpose FSAs can only be used for eligible dental and vision expenses. When coordinated with an HSA, this account can further reduce your taxable income while allowing you to allocate your HSA funds to other purposes, including medical costs.

Dependent Care FSAs

May be used to pay for eligible expenses related to the care and supervision of your child (to age 13) or adult dependent on your tax return. Eligible expenses include child or adult daycare, after school care, nursery school, nanny or babysitter. You must accumulate the funds in your Dependent Care FSA before you can be reimbursed.

A full list of qualified expenses can be found in IRS Publication 502, at www.irs.gov/pub/irs-pdf/p502.pdf.

2024 IRS Contribution Limits	Minimum	Maximum	Rollover
Health Care FSA	\$100	\$3,200	\$640
Limited Purpose FSA	\$100	\$3,200	\$640
Dependent Care FSA	\$100	\$5,000 (or \$2,500 if married and filing separately)	Not Available

FSA Rollover

High Country Community Health allows participants to carry over up to \$640 in unused money in the Health Care and/or Limited Purpose FSA at the end of the plan year to be used to reimburse expenses incurred in the next year. Any amount in excess of \$640 will be forfeited, so plan accordingly.

FSA	Expense Incurred*	Submit Expense for Reimbursement*
Health Care FSA	April 1, 2024—March 31, 2024	April 1, 2024—July 15, 2025
Limited Purpose FSA	April 1, 2024—March 31, 2024	April 1, 2024—July 15, 2025
Dependent Care FSA	April 1, 2024—March 31, 2024	April 1, 2024—July 15, 2025