



DEPENDENT CARE

FLEXIBLE SPENDING ACCOUNT

WHAT LEADERS NEED TO KNOW

The Department of Defense is implementing the Dependent Care Flexible Spending Account (DCFSA) to help families pay for dependent care expenses. This benefit, already available to DoD civilians, is being extended to uniformed service members as part of the Department's sacred obligation to take care of service members and families.

EMPOWER YOUR TEAM WITH HELPFUL KNOWLEDGE ABOUT FINANCIAL BENEFITS

- A DCFSA allows enrollees to set aside pre-tax income to cover eligible dependent care expenses. Contributions to a DCFSA are not subject to federal, local, state, Social Security, or Medicare taxes.
- Participants can set aside up to \$5,000 per household for eligible expenses. Common expenses include day care, preschool, elder care, and nanny or au pair expenses.

WHY ENROLL?

Service members may be eligible for a DCFSA if they have a child under 13 years of age, or dependents of any age who are physically or mentally incapable of self-care.

Here are some reasons to consider enrolling in a DCFSA:

- More take-home pay: By contributing pre-tax dollars to a DCFSA account, enrollees can lower their taxable income.
- Flexibility and convenience: A DCFSA is a dedicated account used to pay dependent care providers directly or to reimburse participants for eligible dependent care expenses. This makes it easier to manage spending throughout the year.

LEARN MORE

- Military OneSource and the DoD's Office of Financial Readiness offer trusted, free counseling with personal financial managers and counselors for service members and their families.
- Scan the QR code below or visit militaryonesource.mil/DCFSA to review important resources.
- Empower your team with the knowledge they need to make informed financial decisions and leverage this valuable benefit.



Scan the QR code to find FAQs, helpful calculators, and enrollment details.

