

What are the Differences Between the Dependent Care and Health Care Flexible Spending Accounts?

For Members of the Uniformed Services

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

HEALTH CARE FLEXIBLE SPENDING ACCOUNT

Who is eligible?

- Members of the regular (active) component
- Members of the reserve component performing Active Guard Reserve (AGR) duty
- Members of the National Guard performing Active Guard Reserve (AGR) duty
- Members of the U.S. Coast Guard Reserve, including Reserve Component Managers, when performing active duty for more than 180 days

You must have a dependent under the age of 13, or a dependent who is physically or mentally incapable of self-care, regardless of age. If you have a spouse, they must be working, looking for work, or in school (unless they are physically or mentally incapable of self-care).

No additional eligibility requirements

How much can I contribute yearly?

The maximum total contribution per household is \$5,000 if you file taxes jointly, or \$2,500 per spouse if married filing separate tax returns.

You can contribute from \$100 to \$3,300.* If your spouse is also eligible for an HCFSA through their employer, they may contribute to a separate account, for a household maximum of \$6,600.*

When will my funds be available?

If you enroll during Open Season, your funds will be available with each payroll deduction beginning in January. If you enroll through a Qualifying Life Event, your funds will be available the next month, following a payroll deduction.

If you enroll during Open Season, the full amount you choose to contribute will be available on January 1. If you enroll through a Qualifying Life Event, your full election amount will be available the following month.

How long do I have to use the funds in my account?

All expenses must occur during the calendar year or the grace period (through March 15 of the following year). You have until April 30 of the following year to submit a claim for these expenses.

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Do unused funds carry over to the next year?

No. Funds that are not claimed by April 30 of the following year will be forfeited.

Yes. You may carry over up to \$660* to the next plan year. You must reenroll each year to carry over funds. Any amount above \$660 will be forfeited if not claimed by April 30 of the following year.

Can I use my funds after I separate or retire?

Yes. You can use your account until the balance is depleted or the end of the calendar year, whichever comes first.

Your account terminates as of the date of separation/retirement. You can file claims for services dated prior to your separation/retirement date. You cannot claim expenses for services dated after your separation/retirement date.