

FSA / Dependent Care FSA

Flexible Spending Accounts allow employees to set aside pre-tax funds for healthcare expenses or dependent care expenses.

2021 Contribution Limits

Health FSA: \$2,750

Dependent Care FSA: Individual or individuals filing jointly - \$10,500
Married filing separately - \$5,250

FSAs vs. HSAs

Both Health Savings Accounts and Limited Purpose Health Flexible Savings Accounts can be used to pay for qualified medical expenses pre-tax, but there are 3 key differences:

1. HSA funds roll over year to year, while FSAs are “use it or lose it.”
2. Employers and employees can contribute to HSAs, while only employees can contribute to FSAs.
3. Unlike HSAs, you do not have to be a member of a high deductible health plan to contribute to an FSA.

What types of expenses are eligible for dependent care FSA reimbursements?

These expenses must be work-related to qualify - in other words, you must pay them so you (and your spouse if filing jointly) can work or look for work.

- Before school or after school care
- Qualifying care for dependent adults
- Licensed day care centers
- Nursery schools / preschools
- Placement fees for a dependent care provider
- Some child care
- Late pick-up fees
- Summer or day camps

A Third-Party Administrator (TPA) is a valuable partner in offering FSA plans to employees. An FSA administrator makes the management and use of FSAs simple for employers and employees alike.

Why Administer COBRA with Alpine



Technology

Integrated with all-in-one HRIS BerniePortal, Alpine provides a mobile-friendly experience that allows employees to access their benefits via smartphone.



Claims Speed & Accuracy

Benefits cards work only with approved vendors, ensuring all expenses are eligible. Approved claims are reimbursed within days via check or direct deposit.



Customer Services

Our commitment to customer service is focused on providing both a delightful employee experience and dedicated support for administrators.



Compliance

We're fully licensed and bonded in every state, giving HR peace of mind that benefits are being administered accurately and compliantly, every time.

Learn more about Alpine today!



www.AlpineTPA.com