

FLEXIBLE SPENDING ACCOUNTS FOR HEALTH AND/OR DEPENDENT CARE

The City of Saco offers to all full-time or part-time permanent employees the option to participate in a flexible spending account managed through AFLAC One. Our plan year is July 1st through June 30th. Employees are required to enroll **each** year during open enrollment in **June**.

Flexible spending accounts (FSAs) governed by the IRS Code, allows employees to have income withheld from their paychecks before taxes for eventual reimbursement of certain medical and dependent care expenses.

<http://www.aflac.com/us/en/benefits/flexiblependingaccounts.aspx>

There are two types of FSAs:

- **Medical Reimbursement Account** – Employees enrolled in the medical reimbursement account estimate the amount of out-of-pocket medical expenses they will incur during the calendar year and use that amount to determine bi-weekly payroll deductions from their checks. Upon request for reimbursement, out-of-pocket expenses are then reimbursed to the employee through AFLAC. The maximum annual contribution amount that can be made to a medical reimbursement account is \$2,000 and the minimum annual contribution is \$200.
- **Dependent Care Reimbursement Account** - Employees enrolled in the dependent care reimbursement account estimate the amount of dependent care expenses they will incur during the calendar year and use that amount to determine bi-weekly payroll deductions from their checks. Upon request for reimbursement, out-of-pocket expenses are then reimbursed to the employee through AFLAC. The maximum annual contribution amount that can be made to a medical reimbursement account is \$5,000.

For the request for reimbursement form click below.

<http://www.aflac.com/us/en/docs/fsarequestforreimbursementform.pdf>