

Marshall County

Flexible Spending Account

General Provisions	Benefits
Maximum Employee Contribution	<p>Effective 1-1-2019; \$2,700 Annual Medical (Out-of-Pocket) Expenses</p> <p>Effective 1-1-2020; \$2,750 Annual Medical (Out-of-Pocket) Expenses</p> <p>Effective 1-1-2022; \$2,850 Annual Medical (Out-of-Pocket) Expenses</p>
Carryover Maximum	Effective 1-1-2022; \$570
Claim Deadline	90 days after end of plan year
Eligible Expenses	<p>In general, you can use the money to pay for:</p> <p>Expenses not covered by your health care plans (e.g., copayments, coinsurance, amounts over usual and customary limits)</p> <p>Most unreimbursed medical, dental, vision and/or hearing care expenses that are considered tax deductible by the IRS, including expenses for your dependents such as your spouse and children.</p> <p>For more information, visit the IRS' website.</p>
IRS Restrictions	<p>Because of its tax advantages, rules and limitations are clearly defined by the IRS (including eligible expenses).</p> <p>The contribution election you make when you enroll generally must stay in effect for the entire calendar year. You cannot increase, decrease or cancel your contributions during the year unless you have a change in family status (e.g., marriage, divorce, birth or adoption of a child, etc.).</p> <p>Your annual elections are irrevocable and any balance in your account at the close of the Plan Year, with the exception of applicable carryover funds, will be forfeited.</p>
Maximum Dependent Care	\$5,000 Annual

This is a brief description only. Other benefits and restrictions may apply.