

Health Care Flexible Spending Accounts Use It By December 31st So You Don't Lose It

What is a Health Care Flexible Spending Account (FSA)?

The City of San Antonio offers employees the opportunity to open a Health Care FSA during the annual open enrollment period, within 31 days of a Qualifying Life Event, or at the time of hire for new employees.

A Health Care FSA reimburses you for out-of-pocket medical expenses incurred by you or your IRS Tax Dependents, whether or not your dependent is covered by the City's health plans. When you enroll in an FSA, you decide how much money you want to set aside from each paycheck before taxes are deducted. The money you set aside is there to use all year long to pay for expected and unexpected out-of-pocket expenses.

Eligible Health Care FSA Expenses Include

- Co-pays and deductibles
- Vision and dental care expenses
- Over-the-counter drugs with a prescription
- Glasses
- Hearing Exams and aids

Ineligible Health Care FSA Expenses Include

- Insurance premiums
- Teeth whitening
- Vision warranties and service contracts
- Over-the-counter drugs without a prescription
- Vitamins

Use It So You Don't Lose It

Whatever you decide to contribute to an FSA needs to be used by the end of the calendar year, **December 31, 2011**. If you seek reimbursement in 2012 for eligible health care expenses incurred in 2011, an FSA Health Care Claim Form must be completed and submitted to UnitedHealthcare by **March 31, 2012**. The FSA Health Care Claim Form can be found on the Human Resources website at http://www.sanantonio.gov/hr/employee_information/benefits/forms.asp. Any remaining money will be lost. **Remember, you cannot use your Consumer Accounts Card (MasterCard Debit Card) to pay for a prior year's expenses.** In other words, after December 31st, you can only use your Consumer Accounts Card to pay for expenses incurred in 2012.

Contact

For additional information, call Human Resources Customer Service at (210) 207-8705 or UnitedHealthcare FSA Customer Service at (866) 755-2648.