

FSA and DCRA: Simple ways to save

Flexible Spending Accounts (FSAs) and
Dependent Care Reimbursement Accounts (DCRAs)



Why FSAs and DCRAs?

Simple ways to save

Take advantage of tax savings by participating in a flexible spending account (FSA). You can elect to have a portion of your paycheck contributed pre-tax to pay for eligible medical expenses such as deductibles, co-payments, dental and vision for you and your dependents. A dependent care FSA (DCRA) is offered for similar tax savings on eligible dependent daycare expenses.

Significant savings

The example scenarios below provide estimated savings if an FSA is used for eligible medical expenses totaling \$3,400 and a DCRA is used for \$7,500 of daycare expenses¹

	After-tax (without FSA)	Pre-tax (with FSA)
Annual pay	\$52,000	\$52,000
Pre-tax FSA contribution	-	(\$3,400)
Taxable income	\$52,000	\$48,600
Taxes (22%)	(\$11,440)	(\$10,692)
Take-home pay	\$40,560	\$37,908
After-tax expenses	(\$3,400)	-
Spendable income	\$37,160	\$37,908
SAVINGS		\$748

	After-tax (without DCRA)	Pre-tax (with DCRA)
Annual pay	\$52,000	\$52,000
Pre-tax FSA contribution	-	(\$7,500)
Taxable income	\$52,000	\$44,500
Taxes (22%)	(\$11,440)	(\$9,790)
Take-home pay	\$40,560	\$34,710
After-tax expenses	(\$7,500)	-
Spendable income	\$33,060	\$34,710
SAVINGS		\$1,650

(Examples only)

¹Estimated savings are based on an assumed combined federal and state income tax bracket of 22%. Actual savings will depend on your taxable income and tax status.

FSA Options

PEEHIP offers two types of optional FSAs designed to maximize your savings and address your personal needs:

Healthcare FSA

Funds from a healthcare FSA can be used for eligible expenses including medical, dental, vision, deductibles, co-payments and coinsurance. For a full list of eligible expenses allowed by the IRS, see IRS Publication 502.¹ With healthcare FSAs, the entire elected amount is available to you on the first day of the health plan year. You don't have to wait for payroll deductions before paying expenses with your healthcare FSA.



Healthcare FSA limits

The IRS has set the limit for healthcare FSA contributions to \$3,400 per employee (see IRS Publication 969), which is also the limit set by PEEHIP.

Dependent care FSA or DCRA

A DCRA enables you to set aside pre-tax dollars to pay for eligible dependent care expenses. The maximum annual DCRA contribution allowed is \$7,500 per household, or \$3,750 if you're married, but filing separate tax returns. The minimum required contribution is \$120. Funds can be used to pay for day care, preschool, elderly care or other dependent care. To qualify for a DCRA, the IRS requires that the dependent care is necessary for you and your spouse to work, look for work or attend school full-time, along with other requirements. DCRA funds cannot be used for medical, dental or vision expenses for you or your dependents.

Learn more at: HealthEquity.com/PEEHIP

¹Premiums and prepayment for long term care are not eligible for FSA.

It is the member's responsibility to ensure eligibility requirements as well as if they are eligible for the plan and expenses submitted.

One should consult a tax advisor as individual factors and situations vary.

Copyright © 2026 HealthEquity, Inc. All rights reserved.

How HealthCare FSAs work

1 Sign up

During PEEHIP's open enrollment or within 30 days of hire date, sign up to participate in a healthcare FSA. Then determine the amount you would like to contribute from your pre-tax earnings. Participation in the PEEHIP FSA program does not automatically renew each year. Members must re-enroll every year to continue participation.

2 Contribute

Your employer will arrange to have the determined amount of your pre-tax earnings contributed to your healthcare FSA. The amount withheld from your paycheck is equal each pay period.

3 Use your funds

When you incur an eligible expense, you can either pay with your HealthEquity Visa® Reimbursement Account Card¹ or submit the expenses through the HealthEquity online portal for reimbursement. Remember to save all receipts; you'll need them for reimbursements and to validate your expenses with your employer or administrator.

Use it, or lose it

FSAs are generally "use-it-or-lose-it" plans. This means that any funds in the FSA at the end of the plan year generally cannot be carried over to the next year. However, PEEHIP has designated that \$680 can carry over. Additionally, if a member leaves an employer or retires, unused funds are forfeited. For more details, see IRS publication 969 or consult a tax advisor.

\$680 Carryover

PEEHIP allows up to \$680 of unused healthcare FSA funds remaining at the end of a plan year to be carried over to the next plan year.

¹This card is issued by The Bancorp Bank, pursuant to a license from U.S.A. Inc. Your card can be used everywhere Visa debit cards are accepted for qualified expenses. This card cannot be used at ATMs and you cannot get cash back, and cannot be used at gas stations, restaurants, or other establishments not health related. See Cardholder Agreement for complete usage restrictions.

Healthcare FSA insight



FSA eligibility

PEEHIP flexible spending accounts are available to all actively employed members of PEEHIP. Retired members are not eligible to participate in the FSA. In addition to your own eligible expenses, you can use your FSA funds to pay for those of your spouse and eligible dependents.



Flex debit card

You will be provided an FSA debit card to conveniently use your FSA funds to pay for doctor, lab and pharmacy copays. In addition, you can use your FSA debit card to purchase several eligible over the counter (OTC) non-prescription medicines, drugs and healthcare items. Such as headache, allergy and cold medicine, diabetic testing supplies, contact lens cleaning solution, feminine hygiene products, sunscreen and so much more.



Dental expenses

FSA funds don't have to be used just for medical expenses. You can use them for qualifying dental expenses, including exams, x-rays, cleanings and dental work. You can even use your FSA to pay for orthodontic services.



Vision expenses

You can also use your FSA funds for vision expenses such as exams, prescription eyeglasses, contacts and even corrective eye surgery.



Archive your receipts online

HealthEquity's easy-to-use online portal allows you to upload and store receipts. If your FSA is integrated with a PEEHIP health plan, you can even link your receipts to claims. Your receipts will remain stored in a safe, secure place, available for future reference and documentation. For a list of what is and is not considered an eligible expense, go to healthequity.com/qme.

How DCRA's work

1 Sign up

During PEEHIP's open enrollment, or within 30 days of hire date, sign up for a DCRA and determine the amount you would like to contribute for the year. The maximum annual DCRA contribution allowed is \$7,500 per household, or \$3,750 if you're married and filing separate tax returns. The minimum required contributions are \$120. Unlike a healthcare FSA, your annual DCRA funds aren't available up front. Funds are only accessible as they are deposited with each payroll deduction. Participation in the DCRA does not automatically renew each year, and members must re-enroll every year.

2 Pay for care

Pay for your dependent care costs out-of-pocket, but make sure you save the receipts for reimbursement and validation. HealthEquity offers an easy-to-use documentation library that allows you to upload and store receipts within the member portal.

3 Submit for reimbursement

Submit for reimbursement through the HealthEquity member portal or the DCRA Reimbursement form. Recurring DCRA payments could be scheduled throughout the plan year with proper documentation. For more information, contact our account mentors at 877.288.0719.

Use it, or lose it

DCRA funds do not carry over from year-to-year. You must use DCRA dollars within the plan year or they will be forfeited.

Eligible FSA expenses

Eligible healthcare FSA expenses are designated by the IRS. They include medical, dental, vision and prescription expenses. A list of common eligible expenses is included below. For additional examples, including non-eligible expenses, see our database at www.HealthEquity.com/QME.

- Acupuncture
- Alcoholism (rehab, transportation for medically advised attendance at AA)
- Allergy medicine
- Ambulance
- Amounts not covered under another health plan
- Annual physical examination
- Artificial limbs/teeth
- Birth control pills/prescription contraceptives
- Body scans
- Breast reconstruction surgery
- following mastectomy for cancer
- Chiropractor
- Contact lenses
- Crutches
- Dental treatments
- Feminine hygiene product
- Prescription eyeglasses/eye surgery
- Hearing aids
- Lab fees
- Long-term care expenses
- Medicines (prescribed, not imported from other countries)
- Nursing home medical care
- Nursing services
- Optometrist
- Orthodontia
- Oxygen
- Surgery, other than unnecessary cosmetic surgery
- Telemedicine
- Telephone equipment and repair for hearing-impaired
- Therapy
- Transplants
- Wheelchairs
- Wigs (if prescribed)

Eligible DCRA expenses

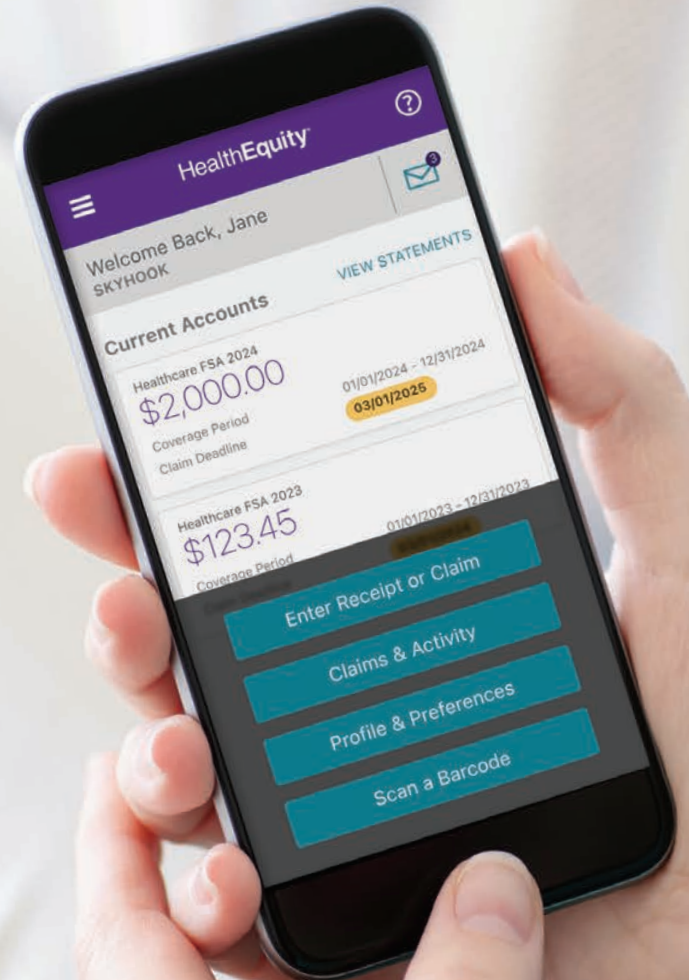
To be considered eligible, dependents must meet one of the following criteria:

- ✓ Children under the age of 13
- ✓ A spouse who is physically or mentally unable to care for him/herself
- ✓ Any adult or children over the age of 13 you can claim as a dependent on your tax return that is physically or mentally unable to care for him/herself

A list of common eligible expenses is included below:

- Babysitter inside or outside household
- Before and after school or extended day programs
- Custodial childcare or eldercare expenses
- Day camps
- Daycare centers
- Household employee whose services include care of a qualifying person
- Late pick-up fees
- Looking for work-expenses
- Preschool/nursery school for pre-kindergarten
- Sick-child care center
- Summer day camps

Easy access to your account wherever you are.



Health
Equity®

HealthEquity mobile app¹
available for **FREE** at:
Apple® App Store®
Google Play™

info@healthequity.com | www.HealthEquity.com

¹Must activate account via HealthEquity website in order to utilize mobile app.
Nothing in this communication is intended as legal, tax, financial, medical or marital advice. Always consult a professional when making life changing decisions. In addition to restrictions imposed by law, your employer may limit what expenses are eligible for reimbursements. It is the member's responsibility to ensure that the products and services are eligible for reimbursements under the employer's plan.