

Maximize your take-home income with a Flexible Spending Account



Your flexible spending account (FSA) through Blue Cross & Blue Shield of Rhode Island (BCBSRI) allows you to pay for qualified expenses such as healthcare, dependent care, and commuter services with pre-tax dollars. Since taxes are not deducted from your FSA payroll contributions, you'll pay less in federal, state, and FICA taxes—which means more take-home pay!

With an FSA, you benefit from the following:

- **The money you put in may reduce your taxable income;**
- **Taxes aren't deducted, so you get more spending power when you pay for qualified expenses**

Increase your take-home income*	Not enrolled in an FSA	Enrolled in an FSA	Benefits
Pre-tax annual income	\$38,000	\$38,000	
FSA contribution	\$0	-\$500	FSA funded by pre-tax dollars
Annual taxable income	\$38,000	\$37,500	
Federal, state & FICA	\$10,127	\$9,994	Pay less in taxes
Out-of-pocket medical expenses	\$500	\$0	Out-of-pocket medical expenses paid by pre-tax dollars in your FSA
Take-home annual income	\$27,373	\$27,506	Take home income increases by \$133

Here's how it works

Log in to your FSA account

- Go to bcbsri.wealthcareportal.com and click LOGIN at the upper right corner of the page.
- Explore FSA tools and resources online
 - View your account
 - Calculate your savings
 - Learn how to use your FSA

Make payments

- FSA debit card
- Submit claims
- Paper submission

Download BlueSolutions mobile app

Manage your FSA account on the go. Find details at your FSA account online.





Learn about eligible/ineligible expenses*

Healthcare

Eligible expenses:

- Ambulance
- Artificial Limb or Prosthesis
- Birth Control
- Braces
- Chemical Dependency Treatment
- Chiropractors
- Copays
- Contact Lenses
- Deductibles
- Dental Expenses
- Diagnostic/Lab Fees
- Eyeglasses

- Eye Surgery
- Hearing Aids
- Hospital Services
- Physician Fees
- Prescription Drugs
- Smoking Cessation Programs
- Transplants
- Weight Loss Program

- Electrolysis hair removal
- Funeral expenses
- Health club dues
- Medicated shampoo & soap
- Multivitamins
- Non-prescription medicines, like cold and flu pills (unless prescribed by a doctor)
- Teeth whiteners
- Tissues
- Toiletries

Ineligible expenses:

- Cosmetic surgery
- Deodorant

Dependent Care

Eligible expenses:

- Child day care programs
- Before and after school programs

- Home care (care giver cannot be spouse or dependent and is 19 years of age)

- Funeral expenses
- Nursery school program

Commuter

Eligible expenses:

- Bus vouchers and passes used to commute to and from work
- Carpooling in a “commuter highway vehicle” to and from work

- Ferry passes used to commute to and from work
- Work-related parking

Ineligible expenses:

- Mass transit and parking costs not associated with the commute to and from work

*This list is for illustrative purposes and is not a complete list of all eligible and ineligible expenses. Please see IRS Publication 502 for a more detailed and accurate listing of qualified healthcare expenses.

This communication is not intended as legal or tax advice. Please contact a legal or tax professional for personal advice on FSA eligibility, tax treatment, and restrictions.

