



**Department of
Administrative Services**

*Empowering People
Collaboration
Customer Service*

Flexible Spending Accounts (FSA)

Flexible Spending Accounts

The State offers 2 flexible spending accounts

- Health FSA
 - Glasses and contacts
 - Prescriptions
 - Braces
- Dependent Care FSA
 - Day care expenses
 - Children under 13
 - Dependent adults



ELIGIBILITY

Employees scheduled to work 1,040⁺ hrs/yr

- **Health FSA:** Health expenses for self, spouse and dependents
 - Annual limit for 2023 is \$2,850
- **Dependent Care FSA:** Care expenses for dependent children under age 13 and dependent adults
 - Annual limit for 2023 is \$5,000

HEALTH CARRYOVER

Carryover

- Carryover of unused contributions is \$570.
- Carryover is in addition to the \$2,850 limit.
- Carryover dollars are spent *first* for claims incurred in the following year and must be used in the following year or are forfeited.

ENROLLMENT/CHANGES

Enrollment/changes made in Workday

- Enrollment options
 - Within 30 days of hire
 - Fall open enrollment period
- Changes
 - Within 30 days of life event (60 for birth/adoption)

CLAIMS

Program is administered by ASIFlex



Filing options

Health Flex	Dependent Care Flex
Paper Claim	Paper Claim
Online	Online
Mobile App	Mobile App
ASI Flex Card	Recurring reimbursement
Auto Reimbursement	

RESOURCES

DAS Website

- [FSA General info](#)
- [How to enroll](#)
- [How to submit claims](#)

ASIFlex Web

- [Account login](#)
- [List of eligible expenses](#)
- [FAQs](#)



Flexible Spending Accounts

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Flexible Spending Accounts

Welcome!

Flexible Spending Accounts (FSA) are State of Iowa benefits that allow eligible employees to pay for eligible health care expenses and dependent care expenses with pretax dollars. Most employees save at least 30% on each dollar that is set aside in this benefit. Take advantage of this great tax savings benefit.

[FSA Brochure](#)
[Claim Information](#)
[Carryover Option](#)

Helpful Videos

ASIFlex has put together several short videos to help explain how the FSA works and how to file a health care FSA claim.

What is an FSA?



Filing an FSA Claim



Using the Mobile App



FAQs

- **Whose expenses are eligible?**
- **Does someone have to be covered by insurance?**
- **How does orthodontia work?**
- **How does divorce impact dependent care claims?**

QUESTIONS



THANK YOU

for taking time to learn more
about state employee benefits
beyond the paycheck!

