

## **Flexible Spending Account**

A flexible spending account (FSA), also known as a flexible spending arrangement, is a tax-advantage account that allows an employee to redirect a portion of their income on a pre-tax basis to pay for qualified medical expenses, dependent child care and elder care expenses. Each year the Internal Revenue Service sets a contribution limit for these qualified expenses.

Detroit Mercy's FSA benefit is a "use-it-or-lose-it" plan. This means that the amount you elect to set aside must be reimbursed by the end of the plan year and cannot be carried over to the next year. However, the medical plan provides a 2 ½ month grace or carryover period that will allow extra time for medical reimbursements. Dependent child care and elder care reimbursements must be made within the calendar Plan year.

Employees are eligible to enroll in the FSA the first of the month following hire and annually at Open Enrollment.

For more information, you can contact the Human Resources office at [HR@udmercy.edu](mailto:HR@udmercy.edu) or visit the [Benefits page](#).