

Roger Williams University and Roger Williams University School of Law Flexible Spending Accounts (FSAs) - Enrollment

Effective: January 1, 2012 – December 31, 2012 plus 2 ½ month grace period

Overview of Your FSA Program:

London's FSAs are pre-taxed spending accounts that are funded by the employee. An account is set-up for each employee that chooses to participate. Money in the FSA can be used to help employees pay for qualified health care, dependent care and commuter expenses according to Section 213 of the IRS code such as deductibles, copays, eyeglasses, day care, and work-related parking and travel expenses. Since FSAs are funded by pre-taxed dollars, the employee increases their take-home income by paying less in payroll taxes. The employee has 14 ½ months from the plan's effective date to use the money in the FSA. Any unused funds do not carry over from year to year.

FSA Options:

- 1) Healthcare FSA, 2) Dependent Care FSA and 3) Commuter FSA

How to Access Funds:

- 1) FSA MasterCard and 2) Manual Reimbursement



Summary of Eligible Expenses

Healthcare FSA:

- Copays
- Chiropractors
- Deductibles
- Dental Services
- Hearing Aids
- Machine Tests
- Physician Services
- Prescriptions
- Surgeries
- Therapy
- Vision Services

Dependent Care FSA:

- Adult Day Care
- Child Day Care
- Day Camp
- Nursery School
- Sick-child facility

Commuter FSA:

- Parking
- EZ Pass
- Bus Pass
- Bridge Tolls
- Train Tickets

Please note:
Over-the-counter drugs
are not eligible
expenses unless you
have a doctor's
prescription

Annual Income Savings Illustration :

	Not Enrolled in a FSA	Enrolled in a FSA
Before-Tax Annual Income:	\$38,000	\$38,000
FSA Contribution	\$0	-\$500
Taxable Annual Income:	\$38,000	\$37,500
Federal Income Tax (15%)	-\$5,700	-\$5,625
State Income Tax (4%)	-\$1,520	-\$1,500
FICA Tax (7.65%)	-\$2,907	-\$2,869
Out-of-Pocket Medical Expenses	-\$500	\$0
Take-Home Annual Income	\$27,373	\$27,506

*Less taxes are taken out of your paycheck therefore your
take-home income increases*