

Flexible Spending Accounts for Residents, Fellows and Interns

Residents, fellows and interns are eligible to participate in two types of Flexible Spending Accounts (FSAs), the Health Care Reimbursement account and the Dependent Daycare Reimbursement account.

An FSA is a self-funded account that allows you to set aside money on a pre-tax basis. With a Health Care FSA you'll receive a debit card for your health care expenses. With both the Health Care and Dependent Care accounts, you can submit your claims for reimbursement online, by fax, or by using a phone app.

You are eligible to enroll in one or both of the FSAs:

- The Health Care account pays for eligible medical, dental and vision expenses that are not covered by your or your spouse's plan or any medical or dental plan. The debit card can be used for those expenses, but remember to **save your itemized receipts for substantiation** of those claims. **The maximum amount for the Health Care FSA is \$3,050.00.**
- The Dependent Daycare account reimburses dependent care expenses provided by a qualified dependent care provider to care for your child in order for you or your spouse to work. **The maximum amount for the Dependent Daycare FSA is \$5,000.00 per household.**

Deductions are made on a **calendar-year basis from January 1, through December 31** and equal installments are deducted from your pay. If you are a new resident, fellow or intern, your FSA starts on the first day of the month following your start date. If you are continuing your program, FSAs are elected starting November 1 through November 30 for the 2025 calendar year.

You may file claims for expenses incurred through **March 15 of the following year**. All of your claims must be submitted by **March 31 of each year**.

For information on eligible expenses, visit <https://hsabank.com/Learning-Center/IRS-qualified-medical-expenses>

For questions or more information about enrollment, visit the Office of Student Health Benefits website at <https://shb.umn.edu/residents-fellows-and-interns/fsa>.

For additional information on Flexible Spending Accounts, visit the Employee Benefits website at <https://hr.umn.edu/Benefits/Flexible-Spending-Accounts> or call 612-624-8647.

Enrollment is optional for the following job codes:

- Graduate Medical Education residents and fellows in job codes 9554, 9555, 9556, and 9559
- School of Dentistry residents and fellows in job codes 9552 and 9553
- College of Veterinary Medicine residents and interns in job codes 9541, 9548, and 9549

Note: Graduate Medical Education residents and fellows that are funded by a National Research Services Award (NRSA) grant (job classifications 9582, 9583, 9568, and 9569) are considered non-service fellows and therefore are not eligible to participate in the flexible spending accounts.