Dependent Care FSA's

A no-cost option to help your employees with child care. Seriously, it's free.

What is a Dependent Care FSA?

It's a pre-tax spending accounts for employees specifically for child care-related expenses.

Denpendent Care FSA's allow employees to allot money from their paycheck to the FSA, or employers can contribute funds. The pre-tax money is paid on a per-payroll basis, so employees with children can get an allotment each paycheck that goes toward child care costs.

Getting Started

1. Already have a Medical FSA but not Dependent Care FSA? Ask your provider if they can add a Dependent Care FSA. If not, move to Step 2.
2. Talk to your payroll vendor to see if they have an FSA benefit that integrates with your payroll (this helps automate the process) or if they have a preferred vendor that can easily integrate into your existing system (Gusto, Trinet, Insperity).
3. Set it up and you are finished! Employees can login to view their Dependent Care FSA to make changes and reach out to the administrator to ask questions.

Additional Support

Contribute up to $7,500 for each employee that participates (tax-free). That's nearly a 40% net value increase on what employees get to use for child care.

Covered Expenses

- Child Care Centers
- Preschool Charges
- Before- and After-School Care
- Summer Day Camp
- In- and Out-of-Home Care for Children or the Elderly

More to Know

- Any **unused Dependent Care FSA funds go back** to the employer.
- Maximum contribution amount (either by the employer or employee) **is $7,500 / year.**
- **Employers can SAVE $573 per employee** that participates in a Dependent Care FSA.