



## TexFlex Flexible Spending Accounts

Save money to help pay for the things that matter most

Available to all benefits-eligible active employees, a TexFlex flexible spending account (FSA) is a great way to save money to pay for everyday expenses – while lowering your taxable income. We make it simple for you to set aside money from your paycheck (pre-tax) to use for eligible out-of-pocket health care and dependent care expenses. There are three types of TexFlex accounts available:

**Health care FSA** – This account helps you pay for eligible medical, dental, vision, hearing, prescription drug and some over-the-counter (OTC) expenses. You can elect from **\$180 to \$3,200** for your Plan Year 2025 contribution. Some common eligible expenses include:

- copays, deductibles or coinsurance for medical, dental and vision plans
- chiropractic care
- glasses, contacts and laser eye surgery
- hearing aids
- home medical equipment
- mental health counseling
- prescription medications
- orthodontia treatments, such as braces

**Dependent care FSA** – This account helps pay for eligible expenses like child day care and adult care day programs. You must be working, looking for work or be a full-time student to enroll in a dependent care account. You can elect from **\$180 to \$5,000** for your Plan Year 2025 contribution. Some common eligible expenses include:

- day care for your tax dependents
- before- and after-school care or summer day camp for your child who is under the age of 13
- care for your eligible dependent who lives with you at least eight hours a day and needs assistance with daily living

**Limited-purpose FSA** – If you're enrolled in the Consumer Directed HealthSelect<sup>SM</sup> plan, this account can help you pay for eligible vision and dental expenses. You can elect from **\$180 to \$3,200** for Plan Year 2025. Some common eligible expenses include:

- glasses, contacts and laser eye surgery
- routine dental exams and cleanings (excludes bleaching or whitening)
- orthodontia treatments, such as braces

**Having a TexFlex FSA means you pay less in taxes**

Below is an example of how much you could save, based on salary, tax bracket and contribution amount.

	With TexFlex	Without TexFlex
<b>Annual pay</b>	<b>\$50,000</b>	<b>\$50,000</b>
<b>Health care FSA pre-tax contribution</b>	<b>(\$2,000)</b>	<b>\$0</b>
<b>Taxable income</b>	<b>\$48,000</b>	<b>\$50,000</b>
<b>Social Security and Medicare taxes</b>	<b>(\$10,966)</b>	<b>(\$11,616)</b>
<b>After-tax dollars spent on eligible costs</b>	<b>\$0</b>	<b>(\$2,000)</b>
<b>Spendable income</b>	<b>\$37,034</b>	<b>\$36,384</b>
<b>Annual savings*</b>	<b>\$650</b>	<b>\$0</b>

\*Sample tax savings example for a single taxpayer with no dependents. Actual savings will vary based on your individual tax situation. Consult a tax professional for more information.

**How to use your TexFlex FSA funds**

With a TexFlex account, we make it easy to spend your funds on eligible expenses throughout the plan year.

- If you enroll in a **health care or limited-purpose FSA**, you'll get a TexFlex debit card at no cost. This makes it easy to pay for eligible expenses during the plan year. If you choose not to use the debit card, you can file a claim online, through the Inspira Mobile<sup>®</sup> app, or by fax or mail. When your claim is processed, we'll reimburse you from your account funds by mailing you a check or making a direct deposit (if you linked a bank account).
  - You'll have access to the full contribution amount at the beginning of the plan year.
  - You can use funds for both yourself and your eligible dependents.
  - You'll get one TexFlex debit card and can request additional cards at no cost.
- If you enroll in the **dependent care FSA**, you can pay for eligible expenses with cash, personal check or credit card. Then, file a claim online, through the Inspira Mobile<sup>®</sup> app or by fax or mail to reimburse yourself. When your claim is processed, we'll mail a check to you or send funds to your bank account (if you linked one on the TexFlex website).
  - You can only file a claim for your dependent care expenses after the care has been provided.
  - You can only use the funds for your eligible dependents.

**Quick tip**

Whether you use the TexFlex debit card or submit claims, **don't forget to save all detailed receipts, statements and Explanations of Benefits (EOBs)**. They'll come in handy when submitting documentation with a claim, or if you need to verify a debit card transaction.



## TexFlex account comparison chart

The following chart may help you decide which account(s) are right for you.

	Health care or Limited-purpose FSA	Dependent care FSA
<b>Annual minimum contribution</b>	\$180	\$180
<b>Annual maximum contribution</b>	\$3,200	\$5,000
<b>Submit claims online, through the PayFlex Mobile app, by fax or by mail</b>	Yes	Yes
<b>TexFlex debit card</b>	Yes	No – submit claims online, through the PayFlex Mobile app, by fax or by mail
<b>Availability of funds</b>	The full annual contribution is available on <b>September 1</b> .	Monthly -- funds are available as they're added to your account from your paycheck.
<b>Carryover</b> – any unused funds remaining in your FSA carry over into the next plan year*	Yes, up to \$640	No
<b>Grace period</b> – additional time after the plan year ends to spend your funds	No - last day to spend funds is August 31, 2025.	Yes - last day to spend funds is November 15, 2025.
<b>Last day to file claims for Plan Year 2024</b>	December 31, 2025	December 31, 2025

## How much can I contribute?

If you need help planning your contribution amount, we recommend that you use the **TexFlex Contribution Worksheet** or the **online calculator** posted on [www.TexFlexERS.com](http://www.TexFlexERS.com).

- You cannot change your contributions during the plan year, unless you have a qualifying life event, such as marriage or birth of a child.
- The **health care** and **limited-purpose** FSAs allow participants to carry over up to \$640 in unused funds from Plan Year 2025 to Plan Year 2026. Any unspent funds over \$640 will be forfeited.
- The **dependent care** FSA does not allow any funds to carry over. Instead, there's a 2½-month grace period after August 31 in which participants can spend unused funds on eligible expenses. Plan Year 2025 funds not spent by November 15, 2025 will be forfeited.
- Participants have additional time to submit claims for reimbursement. See last day to file claims above.

## How do I enroll?

All benefits-eligible active employees and return-to-work retirees with active employee benefits can enroll in, make changes to or cancel elections for an FSA during Summer Enrollment, or within 31 days of a qualifying life event or hire date.

- Log into your ERS account at <https://ers.texas.gov/my-account-login>. Then, elect your annual contribution amount.
- Your benefits coordinator can also help you enroll in TexFlex or change your election.
- Your contribution, your annual election divided by the number of paychecks you'll get in the plan year, will be deducted from your paycheck each month. The plan year is September 1 through August 31.

## Want to learn more?

Visit [www.TexFlexERS.com](http://www.TexFlexERS.com) to learn more about the FSAs available to you. You can also review the full list of eligible expense items, read more about the TexFlex debit card and watch helpful videos. Make sure you understand FSA rules before enrolling in an account or changing your contribution.

## We're here to help

**Website:** [www.TexFlexERS.com](http://www.TexFlexERS.com)

**TexFlex Customer Service:** (866) 353-9839 (TTY: 711)

Monday through Friday, 7 a.m. to 7 p.m. CT, and Saturday, 9 a.m. to 2 p.m. CT

**Fax:** 402-231-4310

**Mail:** PO BOX 8396 Omaha, NE 68108-0396

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**TEXFLEX**<sup>SM</sup>