

Eligible Dependents

Pre-Tax Account	Who is an Eligible Dependent?	Can my eligible dependent be reimbursed or use the Benefits Card (if offered by Employer)?
FSA – Flexible Spending Account	<ol style="list-style-type: none"> 1. Your spouse (federal law does not consider a domestic partner a spouse. A domestic partner must be a “qualifying relative” in order to be reimbursed) 2. A dependent that you claim on your tax return 3. Adult children aged 26 or younger and will not reach age 27 by the end of the calendar year 4. Dependent earns less than \$4,150 in gross income 	Yes
DCA – Dependent Care Account	<ol style="list-style-type: none"> 1. Your child aged 12 or younger 2. Spouse, adult relative or child aged 13 or older with physical/mental impairments and cannot care for self and lived with you more than half the year who you can claim on your tax return 	Yes
HRA – Health Reimbursement Arrangement	<p>All HRA’s are structured differently by Employer. However, a general rule is if your dependent is on your medical plan, they are covered by the HRA when the HRA is integrated with the medical plan</p> <p>If not integrated to the medical plan, the rules follow the FSA Medical. Check your plan documents for details</p>	Yes, if dependent is included in the HRA structure
HSA – Health Savings Account	<ol style="list-style-type: none"> 1. Your spouse (federal law does not consider a domestic partner a spouse. A domestic partner must be a “qualifying relative” in order to be reimbursed) 2. A dependent that you claim on your tax return 	Yes
Commuter Benefits (Parking & Transit)	No	No



Please discuss with your accountant and/or legal counsel when reviewing as BBP Admin does not give financial or legal advice. This is a guide that should be used to make the determinations with your accountant and/or lawyer.

Defining a Qualifying Child or Relative

IRS Code Section 152

<https://www.govinfo.gov/content/pkg/USCODE-2011-title26/pdf/USCODE-2011-title26-subtitleA-chap1-subchapB-partV-sec152.pdf>

Per the IRS, a qualifying child or relative can be:

- Child, grandchild, stepchild, foster child, or adopted child
- Spouse
- Sibling, half-sibling, or step-sibling
- Nephew or niece
- Child or grandchild of relative listed above
- Father or stepfather
- Mother or stepmother
- Grandmother or grandfather
- Aunt or uncle
- In-Laws (including son-, daughter-, father-, mother-, brother- and sister-in-law)

Qualifying Child or Relative Requirements:

- Reside with you for more than half the year
- Regularly spend at least 8 hours a day in your home
- If not your spouse, cannot file a joint tax return with his/her spouse
- Cannot be claimed by another person as a qualifying dependent
- US Citizen or resident of Canada or Mexico
- Be considered a qualifying child on a daily basis

Rules for Divorced or Separated Parents

- Both parents cannot contribute over \$5,000 combined
- Both parents cannot use the same expenses to be reimbursed
- If two or more people want to claim the same qualifying child, the person eligible to claim to claim that child is:
 - The child's parent, if one person is the child's parent and the other is not
 - The parent with whom the child lives with longest in the year, if both people are the child's parents
 - The parent with the higher adjusted gross income, if both people are the child's parents and the child lives equally with both during the year
 - The person with the higher adjusted gross income, if both people are not the child's parents

Please contact BBP Admin for specific questions regarding Dependent Eligibility status at 630-773-2337 or support@bbpadmin.com