



*United States Office of Personnel Management
The Federal Government's Human Resources Agency*

Benefits Administration Letter

Number: 23-801

Date: February 13, 2023

Subject: The Federal Flexible Spending Account Program (FSAFEDS): 2023 Administrative Fees

Purpose

To notify agencies that the Federal Flexible Spending Account Program (FSAFEDS) administrative fees will change for 2023. The reserve account fee will remain the same for the 2023 benefit period. FSAFEDS fees are detailed in [Benefit Administration Letter 21-801](#).

Background

Administrative Fees

Agencies pay administrative fees to HealthEquity, the third-party administrator under contract with the Office of Personnel Management (OPM), on behalf of their employees enrolled in FSAFEDS. To maintain market competitiveness and retain an adequate Reserve Account, OPM determines annually if administrative fees will be discounted for participating agencies.

Dependent-Care Flexible Spending Account (DCFSA) Administrative Fee

The DCFSA administrative fee is \$2.82 per DCFSA per month. For the entire 2023 benefit period, OPM will discount that fee to \$1.55 per DCFSA per month.

Health-Care Flexible Spending Account (HCFSA) Administrative Fee

The HCFSA administrative fee is \$2.82 per HCFSA per month. For the entire 2023 benefit period, OPM will discount that fee to \$1.55 per HCFSA per month.

Limited Expense Health Care Flexible Spending Account (LEX HCFSA) Administrative Fee

The LEX HCFSA administrative fee is \$2.82 per LEX HCFSA per month. For the entire 2023 benefit period, OPM will discount that fee to \$1.55 per LEX HCFSA per month.

Reserve Account Fee

Agencies pay the reserve account fee to OPM on behalf of their employees enrolled in FSAFEDS. For 2023, the monthly reserve fee will remain unchanged at \$.25 per HCFSA per month.

The anticipated schedule for the task order and quarterly invoices is as follows:

- February 2023: Initial Task Order Request distributed
- March 2023: Agencies submit fully executed task orders
- April 2023: Q1 2023 (January-March) quarterly invoice distributed
- July 2023: Q2 2023 (April-June) quarterly invoice distributed
- October 2023: Q3 2023 (July-September) quarterly invoice distributed
- November 2023: Q3 2023 (October-November) Task Order Catch-up Request distributed
- December 2023: Agencies submit fully executed Task Order Modifications (as applicable)
- January 2024: Q4 2023 (October-December) quarterly and Catch-up invoices distributed

HealthEquity will send out the initial task order request in February. To receive the first quarterly invoice in April 2023, the agencies must submit an executed task order by March 2023. Subsequent invoices will be sent quarterly.

Thank you in advance for your prompt payment.

Sincerely,

Laurie Bodenheimer
Associate Director
Healthcare and Insurance