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A health care flexible spending account (FSA) is an attractive fringe benefit for employees. Typically, a participating employee allocates part of his or her salary to a special account that is used to pay for qualified health care expenses.

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Produced by Risk Media Solutions on behalf of Fringe Benefit Services, Inc. This newsletter is not intended to provide legal advice, but rather perspective on recent regulatory issues, trends and standards affecting health insurance, voluntary benefits, 401(k) plans and other employee benefits.

The July 2018 | Volume 3 | Issue 4 Fringe A discussion of

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For more information on the various fringe benefits addressed in Publication 15-B, see EBIA's Fringe Benefits manual; for more information on HSAs and HRAs (including QSEHRAs), see EBIA's Consumer-Driven Health Care manual; and for more information on cafeteria plans, health FSAs, and dependent care assistance programs (DCAPs), see EBIA's Cafeteria Plans manual.

IRS Releases 2018 Version of Publication 15-B (Employer's

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The Tax Cuts and Jobs Act was signed into law on December 22, 2017, and went into effect for taxable years starting January 1, 2018. Among its many changes to the tax code are certain provisions prohibiting tax exempt organizations from deducting expenses for certain fringe benefits provided to their employees.

Significant Changes Regarding Fringe Benefits Under The

Employer costs for employee compensation averaged \$36.22 per hour worked in June 2018, the U.S. Bureau of Labor Statistics reported today. Wages and salaries averaged \$24.72 per hour worked and accounted for 68.3 percent of these costs, while benefit costs averaged \$11.50 and accounted for the remaining 31.7 percent.

Employer Costs for Employee Compensation - June 2018

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The rules used to determine the value of a fringe benefit are discussed in section 3. If the recipient of a taxable fringe benefit is your employee, the benefit is subject to employment taxes and must be reported on Form W-2, Wage and Tax Statement. However, you can use special rules to withhold, deposit, and report the employment taxes.

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