



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

AUG - 3 2023

MEMORANDUM FOR SENIOR PENTAGON LEADERSHIP
COMMANDERS OF THE COMBATANT COMMANDS
DEFENSE AGENCY AND DOD FIELD ACTIVITY DIRECTORS

SUBJECT: Availability of Dependent Care Flexible Spending Accounts for Service Members

On March 22, 2023, the Secretary signed the memorandum, "Strengthening Our Support to Service Members and Their Families," directing actions to ensure the well-being of our Service members and their families. Along with additional initiatives to address essential needs in education, parental leave, and career advancement, the Secretary directed that Dependent Care Flexible Spending Accounts (DCFSAs) be made available for Service members with dependents as soon as feasible. On June 9, 2023, the President issued Executive Order (EO) 14100, "Advancing Economic Security for Military and Veteran Spouses, Military Caregivers, and Survivors," detailing a range of actions to support economic security and family readiness. The EO committed inter-agency resources required for the implementation of DCFSAs for Service members no later than January 1, 2024.

The Department is solidly committed to supporting Service members and military families in building economic security as a means to military readiness. Access to affordable, reliable, and high-quality dependent care is a crucial component of financial and overall military readiness for Service members. With the option of enrolling in a DCFSA, Service members can set aside up to \$5,000 per household in pre-tax dollars to pay for eligible dependent care expenses, increasing their options for high-quality and affordable dependent care and enhancing military spouse availability for employment.

Active Component Service members and Active Guard Reserve members on title 10 orders will be eligible to enroll in a DCFSA during the 2023 Federal Open Season from mid-November through mid-December 2023. Enrollment will be processed by the U.S. Office of Personnel Management Federal Flexible Spending Account Program at: <https://www.fsafeds.com/explore/usmdcfsa>.

The Department has developed an educational campaign to guide Service members and their families in determining if a DCFSA is appropriate for their family. These resources are available at: <http://finred.usalearning.gov/benefits/DCFSA> and <https://www.militaryonesource.mil/dcfsa>.

The leaders of this Department stand solemnly committed to taking care of our Service members and military families. The DCFSA initiative follows through on this commitment by providing another benefit to enhance military family economic security and readiness.

A handwritten signature in black ink, appearing to read "Gilbert R. Cisneros, Jr.", is located at the bottom right of the page.

Gilbert R. Cisneros, Jr.