

Flexible Spending Accounts (FSA) & Transit Benefit

Flex Facts

You must enroll/re-enroll in the plan to participate for the Plan year of January 1, 2026 through December 31, 2026.

The Flexible Spending Account has a Debit Card feature available to enrollees. In addition, the plan has a Grace Period feature that allows employees to incur claims up to 2 1/2 months after the plan year has ended and apply those claims to unused funds from the prior plan year.

Healthcare Flexible Spending Account

A **Healthcare Flexible Spending Account** is used to reimburse out-of-pocket medical expenses incurred by you and your dependents. The maximum that you can contribute to the Healthcare FSA is \$3,400 in accordance with IRS regulations.

Dependent Care Flexible Spending Account

A **Dependent Care Flexible Spending Account** is used to reimburse expenses related to care of eligible dependents while you and your spouse work. The maximum that you can contribute to the Dependent Care FSA is \$7,500 if you are a single employee or married filing jointly, or \$3,750 if you are married and filing separately.

FSA Contributions

Contributions to your FSA come out of your paycheck before any taxes are taken out. This means that you don't pay federal income tax, Social Security taxes and state and local income taxes on the portion of your paycheck you contribute to your FSA. You should contribute the amount of money you expect to pay out-of-pocket for eligible expenses for the plan period.

"Use-it-or-lose-it" Rule

If you do not use the money you contributed to your Flexible Spending and/or Dependent Care Accounts, it will not be refunded to you or carried forward to a future Plan Year. This is the use-it-or-lose-it rule, as per IRS regulations.

Note: If you enroll in the HSA plan, pursuant to IRS statute, you are not eligible to enroll in the FSA plan.

Transit Benefits Account

A **Transit Benefits Account** is a reimbursement account that allows you to pay for work-related transit expenses using pre-tax payroll deductions taken from your paycheck. The maximum amount you can elect to contribute is \$340 per month.

Unlike an FSA or DCA, **there is no use-it-or-lose-it rule.** Any unused funds from your transit account may be carried over to subsequent plan years. Eligible transit expenses include vouchers, passes, and tokens for buses, trains, rail, subway, ferries and vanpooling costs.

