



IT'S TIME TO ENROLL:

CENTER FOR FAMILY SERVICES FLEXIBLE SPENDING ACCOUNTS OPEN ENROLLMENT: November 25, 2024 - December 6, 2024

If you are currently enrolled in ANY of the Flexible Spending Accounts, you must re-enroll for 2025. FSA Plan elections do not roll over into the new plan year. Changes to your Flexible Spending Account plan(s) will be effective January 1, 2025. Center For Family Services offers four types of FSAs:

A **Healthcare Flexible Spending Account** is designed to reimburse out-of-pocket medical expenses incurred by you and your dependents. You will receive a debit card that can be used at point of service when applicable.

- Healthcare FSA: Minimum contribution of \$100, maximum contribution of \$3,300

A **Dependent Care Flexible Spending Account** is used to reimburse expenses related to care of eligible dependents while you and your spouse work.

- Dependent Care FSA: Minimum contribution \$100, maximum contribution of \$5,000 if married filing jointly or \$2,500 if married filing separately.

Flexible Spending Accounts provide you with the opportunity to pay for eligible out-of-pocket expenses using pre-tax payroll deductions. Please refer to the list of WEX Eligible & Ineligible Expenses, or to access additional resources including savings calculators visit www.myfsaexpress.com or call **877.837.5017**.

To enroll or re-enroll into any of the Flexible Spending Accounts, please log in to Datis e3. From the home page, please click on "FSA Open Enrollment".

REMINDERS:

- Employees are eligible to carryover up to \$660 of your unused 2025 healthcare FSA funds into the next plan year, if you choose to participate in the 2026 healthcare FSA.
- Any unused funds exceeding \$660 at the end of the 2025 plan year will be forfeited.
- Carrying over balances from 2025 does not prohibit you from electing the maximum in 2026.

Run Out Period: You have 90 days after the end of the plan year to submit claims for reimbursement. The deadline for the 2025 plan year is March 31, 2026.

If you need additional information or have questions please submit an HR Work Order/Ticket on the Staff Portal or contact the Conner Strong & Buckelew Benefits Member Advocacy Center at 800.563.9929, Monday - Friday, 8:30am - 5:00pm



2025 Commuter and Parking Benefits

Center For Family Services is pleased to provide our employees with the opportunity to enroll in a spending account specific to work-related parking or transit expenses for the 2025 plan year. See below for additional information regarding this account, as well as a list of qualified eligible expenses that would enable you to enroll in this type of spending account.

Transit and Parking pre-tax reimbursement accounts allow you to pay for eligible work-related parking and transit commuter expenses through pre-tax payroll deductions from your paycheck.

- You are able to make a monthly pre-tax election up to \$325 for transit and/or up to \$325 for parking. Once you make your election, you will receive a debit card that can be used to pay for work related transit and parking expenses. Your debit card is loaded with your pre-tax deductions each time a deduction is taken from your paycheck. Each time you use your debit card to pay for transit and parking purchases, the funds are automatically debited from your transit or parking account.

Any unused funds from your parking or transit accounts may be carried over to subsequent years. There is no annual "use it or lose it" rule. While unused amounts cannot be cashed out, they do not need to be forfeited, and can be carried over to provide parking or transit benefits in subsequent years.

Eligible Parking and Transit Expenses

Eligible work-related transit expenses include vouchers, passes, tokens for buses, trains, rail, subway, ferries, and vanpooling costs.

Eligible work-related parking expenses include parking at or near work in a parking garage, lot, or at a meter.

This account also includes parking at a place where a vehicle is parked in order to take mass transit to work.

- For example, parking at a commuter train station because you take the train to work – often called "Park and Ride" Lots.

Questions?

If you are an employee that qualifies to enroll in either a parking or transit account, or have questions regarding either, please contact Human Resources or WEX at **877.837.5017**.