

2024 FLEXIBLE SAVINGS ACCOUNTS - FAQs

1. What are the types of Flexible Spending Accounts (FSA's)?

There are four FSA's that Mercer County Community College will be offering effective January 1, 2024:

Medical, or Healthcare FSA, covers eligible medical, dental and vision expenses;

Dependent care FSA (DCFSA) is used to reimburse expenses related to care of eligible dependents while you and your spouse work. Covered eligible dependents include daycare, before school or after-school-care for children 12 and younger (up to age 13) and your spouse or qualifying adult child or relative who is physically or mentally incapable of self-care;

Commuter – Transit allows you to set aside pre-tax dollars for mass transit associated with your daily commute to work;

Commuter - Parking account allows for parking expenses associated with your daily commute to work.

2. How do I enroll in the Health FSA/Dependent Care/Transportation/Parking Enrollment Process?

Employees who wish to participate in the FSA, DCA, Transportation, and/or Parking (existing and new participants) must actively enroll for the 2024 calendar year. Employees should email their interest to hrbenefits@mccc.edu to obtain an enrollment form via DropBox. Complete the enrollment form in DropBox no later than **Oct. 31** during open enrollment. New hires can enroll for the 2024 calendar year within 60 days of hire.

3. Do I need to complete an enrollment form every year if I want to enroll in FSA, DCFSA, Transit or Parking savings accounts?

Yes, you must elect this benefit every year in order to contribute.

4. What is the minimum and maximum contribution for the spending accounts?

Health FSA: Minimum \$240; Annual Maximum \$3,050 (for 2023*)

**Although the IRS may be increasing the 2024 IRS limit, the published IRS maximum has not been released*

Dependent Care: Minimum \$100; \$5000 Annual maximum if married filing jointly or \$2,500 if married filing separately;

Transit: \$300 monthly; \$3600 Annual Maximum

Parking: \$300 monthly; \$3600 Annual Maximum

5. The IRS may raise the Healthcare FSA limit \$3,200 in 2024. When will this be announced, and will MCCC raise the amount accordingly?

The published 2024 IRS maximums have not been released. The MCCC maximums will not change due to any potential IRS changes.

6. Can I change my elections mid-year?

Health FSA and Dependent Care elections can be changed during the plan year only if you experience a qualifying event. Transit and Parking accounts allow you to change or cancel your election amount at any time. Please note you must submit a new enrollment form to change your Parking and Transit election, and the change will not become effective until the first pay of the following month as timing allows.

7. What are examples of qualifying events/situations that I may be in that would allow me to stop health/dependent care deductions?

Qualified status changes include: marriage, divorce, birth or adoption of a child, change in child's dependent status, death of spouse, child or other qualified dependent, change in residence due to an employment transfer for you, your spouse, commencement or termination of adoption proceedings, or change in your spouse's benefits or employment status.

8. I have a 2023 HealthSmart FSA and plan to enroll in the FlexFacts FSA for 2024. How is any rollover handled?

Please refer to letter that will be sent to enrollees who enrolled for the 2023 plan year.

9. I have left over funds in my 2023 HealthSmart FSA but do not plan to enroll in an FSA for 2024. What happens to my rollover?

If you do not want to enroll in the 2024 FSA plan but want access to your 2023 rollover funds, you must complete the 2024 election form and enter an election of \$0.00. This will enable you to access your 2023 rollover funds without enrolling or entering a monetary election in the 2024 plan.

10. What happens when someone does not use the funds in their account by the end of the year?

Healthcare and Dependent Care FSA accounts provide you with 90 days after the end of the plan year to submit claims for reimbursement. This is called the “run out” period. The deadline to submit claims for the 2024 plan year is March 31, 2025. The carryover amount to 2025 is \$610 for Healthcare FSA ONLY. Transit and Parking Accounts continue to roll over annually.

11. With the change to FlexFacts, will I lose any funds existing account at the end of this plan year?

No, any funds remaining in your account at the end of the plan year will rollover into your new FlexFacts account to the maximum limit of \$570 (2023).

12. Is the carry-over amount the total aggregate of all the accounts (Health, DCAP, Transportation and Parking)?

No, the carryover amounts are separate for Health, Transit and Parking accounts.

13. I have a HealthSmart debit card. When is the last day I can use this?

December 31, 2023.

14. When can I expect to receive my FlexFacts debit card?

You will receive your FlexFacts debit card in mid-December. Your new ID card will come in a plain envelope, so please be on the lookout and do not throw this away.

15. Will I receive a new debit card for each of my savings' accounts?

If you enroll in multiple savings accounts, such as Health FSA, Dependent FSA and Parking, you will receive one card in the mail prior to January 1, 2024. If you require additional cards, you can request them through the resources below:

- FlexFacts Website www.flexfacts.com
- FlexFacts Member site
<https://flexfacts.wealthcareportal.com/Page/Home>
- FlexFacts Phone # 877-94-FACTS

16. Is there a cost for additional debit cards if I lose my card or need additional cards for dependents?

No, there is no cost to request additional debit cards.

17. Can my 18-year-old receive their own card?

Yes, ID cards can be requested for dependents 18 years and older. Birth dates are required information on the form.

18. When will I be registered for the FlexFacts FSA website? It currently doesn't recognize my employee ID number.

2024 elections will be available to view on January 1, 2024.

19. Can you explain the savings reflected on the Healthcare flyer of \$915 for medical? \$915 is 30% of \$3,050, which is the average tax savings.

20. Does participating in an FSA affect my earnings statement from Social Security?

Yes, because you are reducing your income by paying less for Social Security.

21. Can I use the parking account for personal use?

No, the transit and parking accounts are for public transportation only during work hours and for commuting to and from work by train and bus.

22. Am I able to use the Parking and/or Transit benefit if I have to travel for work? (i.e., parking at the airport; taxi while attending a conference)

The benefit can be used only for mass transit and not for gas or tolls.

Parking is for expenses related to the commute to and from your place of work.

Travel for work is not eligible; again, it is commute not travel.

23. It is January 2024, and I spent \$100 on commuting costs. I submitted a transit enrollment form in time for February 2024 deductions. Can I use the money in February 2024 to reimburse myself for transit costs occurred in January?
No, you must be enrolled prior to the date of the transaction/claim. All flexible savings accounts require you to be enrolled prior to allowing access to funds for reimbursement.

24. I want to buy a monthly train pass with my deductions—how does this work?
You can buy a monthly pass with your FlexFacts debit card to set aside for pre-tax benefits, such as a monthly pass.