



BOSTON COLLEGE
BENEFITS OFFICE

October 2024

TO: Benefits-Eligible Employees

FR: Jack Burke, Benefits Director

RE: **FLEXIBLE SPENDING ACCOUNT PLAN – Enrollment for 2025**

The **Open Enrollment** period for the Flexible Spending Account (FSA) plan for calendar year 2025 is **November 1 through 22, 2024**. The plan consists of a **Health Care Account** and a **Dependent Care Account**. **Note that CURRENT PARTICIPANTS MUST RE-ENROLL to continue coverage in 2025.**

Flexible Spending Accounts allow you to save taxes on money you spend for certain uncovered medical/dental and/or dependent care (e.g., child care) expenses. You set aside money through payroll deductions throughout the year to pay for predictable expenses, and the amounts are deducted from your pay before federal, state and Social Security taxes are withheld. Because you pay no taxes on your FSA deposits, you effectively have more money to spend during the year. In most cases, the only time you may join the FSA for 2025 is during this Open Enrollment period. The third-party administrator for the plan is *Health Equity* (formerly called *WageWorks*).

PLAN HIGHLIGHTS

- **Health Care Account** – Used to pay for medical and dental expenses not covered by an insurance plan. Some eligible expenses are: deductibles and copayments under health insurance and dental plans; orthodontic care; chiropractic care; prescription eyeglasses and contact lenses. Expenses solely for cosmetic reasons or for the maintenance of general health, and some over-the-counter medications not accompanied by a prescription, are not eligible expenses for medical care. Some ineligible expenses are teeth bleaching, rogaïne, and vitamins (unless prescribed), as well as, insurance premiums for medical, dental and Long-Term Care coverage. The **maximum contribution is \$3,300** per year; the minimum is \$100 per year.
- **Dependent Care Account** – Used to pay for certain dependent care expenses (child care, after school programs, summer camps) incurred because you (and your spouse, if married) are employed. Eligible expenses include costs for the care of dependent children age 12 and under or for elderly or disabled family members who are incapable of self-care and are dependent on you for financial support. This account is not for medical expenses for dependents. The **maximum contribution is \$5,000** per year and may be less in certain cases (e.g., the limit is \$2,500 if you are married filing separately). The minimum is \$100 per year.

- **Deductions** – You decide the amount you want to contribute to either or both accounts for the year, and that amount is deducted from your paychecks in equal increments during the year. **You may not change or stop your deductions during the year** unless your family status changes (due to marriage or birth of a child, for example), and the action must be consistent with the status change. You cannot switch funds between accounts.
- **Reimbursements** – You submit claims and supporting documentation for expenses incurred during a plan year for payment from the appropriate account. Claims are submitted to *Health Equity*, the third-party administrator, and reimbursements are paid to you directly. [However, see comments below about the “**Debit Card**” for Health Care expenses and the “**Pay the Provider**” option.]
- “**Debit Card**” for Health Care Expenses – Health Care FSA participants will receive the *Health Equity* “Healthcare Card.” It can be used to pay for eligible health care expenses at pharmacies, medical providers, and certain large grocery and department stores. The cost of eligible purchases made with the card is automatically deducted (‘debited’) from your FSA Health Care Account. [A second card, for a dependent, may be obtained from *Health Equity* at no charge.]

The Debit Card may only be used for eligible health care expenses you incur while covered under the plan. Keep receipts when you use the card. *In some cases, including all dental and vision care expenses, you will still need to file documentation with Health Equity* so they can verify that the expenses meet IRS FSA guidelines. *Health Equity* will notify you if verification is needed. You need to reimburse your account for any use of the card for ineligible expenses.

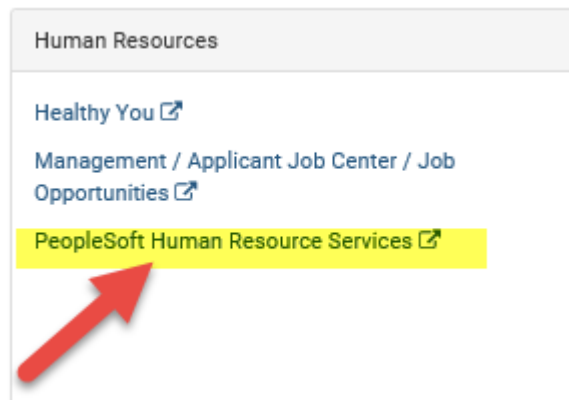
Remember: The **Debit Card cannot be used to purchase some over-the-counter medicines and drugs unless they are prescribed by a physician.**

- “**Pay the Provider**” Option – At times you can instruct *Health Equity* to pay your provider directly from your FSA account. This feature is particularly useful for Dependent Care expenses. (The amount to be paid must be in your account.) Instructions can be found in the “Quick Start Guide” that will be sent after you enroll in the plan, and that is also included on B.C.’s Open Enrollment website.
- “**Carryover**” Feature – Unused funds from 2024 in the Health Care FSA (minimum \$25, maximum \$640) may be carried over into your 2025 account. Any unused Health FSA funds from 2025 (minimum \$25, maximum \$660) may be carried over to your 2026 account. The carryover provision does not apply to the Dependent Care FSA. **Unused funds under \$25 or over \$640 (from 2024) or over \$660 (from 2025) will be forfeited, in accordance with IRS regulations.**
- If you terminate employment, you may not submit claims for services incurred after your termination date, **unless you elect COBRA and continue to make the same monthly contributions to VOYA Financial** (for the Health Care FSA only). **Upon termination, the FSA account ends at termination and not at the end of the year.** If you go on unpaid leave, you may continue to participate in the plan. When possible, contributions will be collected with catch-up payroll deductions after the leave ends.

ENROLLMENT FOR 2025

Please note the **enrollment deadline is Friday, November 22, 2024**. If you do not enroll during this Open Enrollment period, you will normally not be able to enroll until the next enrollment period for 2026. Go to www.bc.edu/openenrollment for additional information and lists of Eligible Expenses.

- **On-line Enrollment** – enroll through Boston College’s PeopleSoft HR system
- You must know your Username and Password to log onto the Agora portal
- You must have “Dual Authentication” set up in order to log onto the Agora portal
- For help with Username, Password or Dual Authentication, contact the Help Desk at 2-4357
- Once in PeopleSoft, navigate to Main Menu>Self Service>Benefits>Benefits Enrollment



If you have questions about your FSA account, call *Healthy Equity* at **1-877-924-3967**, 8:00 a.m. to 8:00 p.m. (M-F). If you need further assistance with the on-line enrollment, you may email benefits@bc.edu, or call ext. 2-3329.

- You may enroll in the Health Care FSA or the Dependent Care FSA (or both). **Be careful to enroll in the correct plan.** The Dependent Care Account is for expenses incurred because you (and your spouse) work (daycare costs, for example). **It is *not* for medical or dental expenses for your children/dependents.**
- **Communications** -- Most communications from *Healthy Equity* will be sent by email or text. You may provide the email and/or phone number you prefer, and you may elect to have claim processing notices mailed if you want. Go to the “Profile” tab in the enrollment website to indicate your ‘Preferences’ and ‘Contact Information.’ If you elect to receive email communications, *Health Equity* will send you an email confirmation of your FSA election(s).