

Open Enrollment: Plan Year 2010

New York State

Flex Spending Account

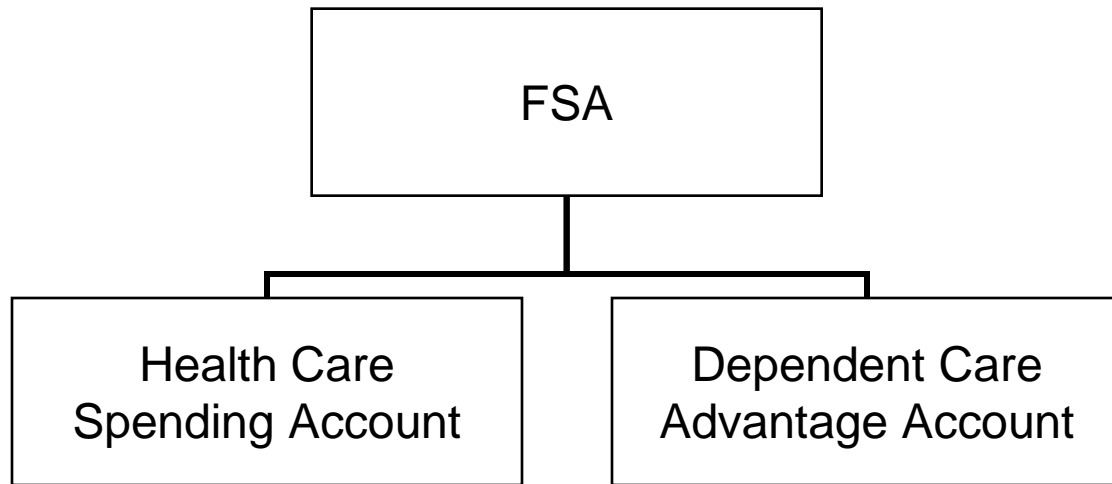
A STATE EMPLOYEE BENEFIT THAT PUTS MONEY IN YOUR POCKET

State Employees
Save Money



What is the NYS Flex Spending Account?

1 Program = 2 Benefits for NYS Employees



Pocket more of your paycheck!



A Negotiated Employee Benefit

Sponsored by:

- Family Benefits Committee
- Joint LMCs on Health Benefits



Paperless Enrollment



Quick...
Easy...
Secure...



No forms to fill out –

Enroll online or by telephone.



What Is The NYS FSA?

Use pre-tax money to pay for:

- HCSAccount:
un-reimbursed health care
expenses
- DCAAccount:
Child care, elder care, care
for a disabled dependent





Online Application – Quick, Easy, and Secure

- Go to www.flexspend.state.ny.us
- Complete basic information, then
- Decide on \$\$ for HCSA
- Decide on \$\$ for DCAA
- Review summary & agreement
- click "*Submit*"
- Then, FBMC processes application



What Happens Next

- Employee receives e-receipt (if e-mail address provided)
- FBMC sends paper confirmation notice in early-December
- Deductions begin **Jan 6th**
- 24 deductions taken in 2010 (Note: no deductions last two checks in Dec.)



Apply by Telephone

- Employee calls Hotline 1-800-358-7202
- Customer service rep. takes application by phone
- FBMC processes application

Sept 21 – Nov 16, 2009



Reimbursement Process

- Receive health care or dependent care services
- Employee mails, faxes or scans in the Reimbursement Request Form to FBMC
- Employee receives a check or direct deposit



FSA Information

Call the Hotline:

1-800-358-7202

- Information
- Assistance
- Enrollment book
- Apply for enrollment by telephone



DCAAccount



What is the
Dependent Care
Advantage Account?



DCAAccount Eligibility

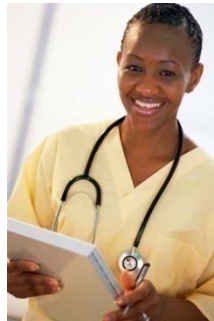
NYS Employees:

- Who receive regular, Biweekly paychecks.
- Do NOT have to be benefit eligible.



IRS Rules

- For work-related child care, elder care or dependent care expenses
- Maximum of \$5,000 per household
(depending on tax-filing status)





Employer Contribution

Current Contracts makes the DCAAccount **more valuable** than ever for eligible employees!

If Your Salary is...	The Employer Contribution Is...
Under \$30,000	\$800
\$30,001 - \$40,000	\$700
\$40,001 - \$50,000	\$600
\$50,001 - \$60,000	\$500
\$60,001 - \$70,000	\$400
Over \$70,000	\$300

Good Reasons to Enroll in 2010

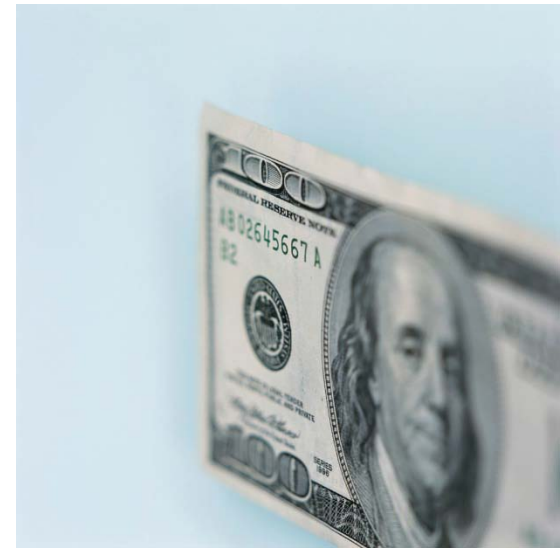
Income-Sensitive Employer Contribution

- Based on employee's FULL-TIME SALARY
- Each spouse can enroll
- No fees to enroll
- Never pay taxes on DCAAccount



Another Reason

Many enroll only for
the amount of the
Employer Contribution





And One More!

Employer Contribution –

In your DCA Account on January 2, 2010

Before 1st Payroll Deduction is Taken!

What To Do at Tax Time?

- DCAAccount contributions reported in **Box 10** on W-2 form
- File **Form 2441** with federal tax return





HCSAccount



What is the Health
Care Spending
Account?



IRS Rules

- Reimburses medically necessary health care expenses.
- Expenses can't be paid for by health insurance or union benefit plans.
- Covers employees, spouses, eligible tax dependents.



HCSAccount Limits

Minimums/Maximums 2010

- \$100 minimum contribution
- \$4,000 maximum contribution



HCSAccount Eligibility

Employees are eligible if:

- Permanent or expected to be on the payroll for the entire 2010 calendar year (teachers paid on a 10-month basis are eligible)
- Annual-salaried
- Work 50% or more on a regular schedule
- Receive regular bi-weekly paychecks
- Benefits eligible



HCSAccount Eligibility

PT UUP-represented employees in SUNY are eligible if:

- Regular, bi-weekly paychecks
- Benefits eligible
- Full time or
- Teach 2 or more courses per semester or
- **Part-time paid at least \$13,337 between 7/2/09 and 7/1/10**



Over-the-Counter Drugs

Eligible Expenses (not a complete list)

- Allergy Remedies
- Antacids
- Cold Medicines
- Pain Remedies
- Other Items (asthma medications, bandages, eye products, thermometers)



Over-the-Counter Drugs

OTC expense is reimbursable if

- Used to treat a medical condition
- Receipt indicates purchase date and name of OTC drug or supply
- Allowed by IRS or HCSAccount
- Not a bulk purchase



Important Dates to Remember

- **Sept 21** Enrollment Begins
- **Nov 16** Employees must apply online or by telephone by midnight (including employees hired during the open enrollment period)
- **Dec 11** Deadline to make changes to Confirmation Notices
- **Jan 6** First deduction



QUESTIONS?

Call 1-800-358-7202, email
fsa@goer.state.ny.us

Or visit
www.flexspend.state.ny.us