

RCUH Flexible Spending Accounts (FSA) Overview: Plan Year July 1st - June 30th

	FSA Healthcare	FSA Dependent Care
What is it For?	For eligible medical, dental, vision expenses only for you, your spouse, and your children under the age of 26.	For eligible childcare expenses (like preschool) for children under the age of 13 and/or adult day care for family members who you claim as a tax dependent.
Annual Limit (per IRS) Updated for Tax Year 2026	\$3,400 (maximum of \$141.66 per pay period)	\$7,500 (maximum of \$312.50 per pay period, or \$156.25 for married couples filing separately)
When Do Deductions Occur? (see <u>Understanding Your Pay Statement</u>)	Deducted from paycheck semi-monthly (or every pay period), then deposited into your NBS account. ("Medical Expense Reimbursement" on Pay Statement)	Deducted from paycheck semi-monthly (or every pay period), then deposited into your NBS account. ("Dependent Expense Reimbursement" on Pay Statement)
How Do I Access My Funds in My NBS Account?	<ul style="list-style-type: none"> NBS debit card (automatically draws down from available balance in your NBS account) Submit manual claims for reimbursement via NBS online account or mobile app <ul style="list-style-type: none"> You will receive reimbursement as a manual check or direct deposit (requires set up) 	Submit manual claims for reimbursement via NBS online account or mobile app <ul style="list-style-type: none"> You will receive reimbursement as a manual check or direct deposit (requires set up)
Availability of Funds in NBS Account	Total amount committed for the plan year will be available on July 1st (or 1st of the following month of date of hire for new hires).	As contributions are received.
Funds Subject to Forfeiture?	Yes. Any funds not used by the end of the Plan Year (June 30th) will be forfeited. No rollovers allowed.	
Can I change/cancel my contribution amount?	Cancellation not allowed. Typically mid-year changes are not allowed and employees must wait until Open Enrollment, unless change is consistent with a Family Status Change event.	
What happens if I terminate or become ineligible for the benefit prior to the end of the plan year?	Access to available balance in account will end at the end of the month of when you terminate/become ineligible. Reimbursements allowed for expenses prior to termination/ineligibility. May be eligible for COBRA enrollment if reimbursements did not exceed contribution amount.	Access to available balance in account will end at the end of the month of when you terminate/become ineligible. Reimbursements allowed for expenses prior to termination/ineligibility. No COBRA option.
Do I need to renew annually?	Yes. If you want to continue, you must re-enroll during Open Enrollment. Re-enrollment is not automatic.	