



IT'S TIME TO ENROLL FLEXIBLE SPENDING ACCOUNTS



OPEN ENROLLMENT DATES:

**November 17, 2025 -
December 5, 2025**

If you are currently enrolled in **ANY** of the Flexible Spending Accounts, you must re-enroll for 2026. 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, 2026.

- 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 \$3,400.
- 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 \$7,500 if married filing jointly or \$3,750 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. With Flex Facts, you can easily manage your account online, explore the Employee Resource Center for a full list of eligible expenses, and access helpful tools to maximize your benefits.

- Call: **877.943.2287**
- Online: **www.flexfacts.com**

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".

QUESTIONS?

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, 8:30 am - 5:00 pm EST.

Exciting News! We are pleased to announce that Flex Facts will serve as our new Flexible Spending Account (FSA) administrator beginning January 1, 2026. This partnership is designed to enhance your experience with streamlined access, faster reimbursements, and an easy-to-use online portal. Visit **www.flexfacts.com** to learn more and register your account.

REMINDERS:

- Employees are eligible to carry over up to \$660 of unused 2025 Healthcare FSA funds into the next plan year.
- If you have a balance in your current FSA, we encourage you to use those funds before the end of the plan year, as any funds exceeding \$660 at the end of 2025 will be forfeited.
- Carrying over balances from the current plan year into 2026, does not prohibit you from electing the full \$3,400 maximum for 2026.
- The carryover maximum limit is increasing for 2026, which means you will be able to carry over up to \$680 of unused 2026 funds into 2027.

RUN-OUT PERIOD REMINDER:

- You have 90 days after the plan year ends to submit any remaining claims for reimbursement.
- Any claims that were incurred between January 1, 2025 and December 31, 2025 should be submitted to WEX and must be submitted by March 31, 2026.
- 2025 rollover balances will not be reflected in your Flex Facts account until after the run-out period has concluded on March 31, 2026.
- Any new claims incurred January 1, 2026 and beyond should be submitted to Flex Facts or paid for using your Flex Facts debit card.
- Be sure to submit all eligible expenses before the applicable deadline.



2026 TRANSIT AND PARKING BENEFITS

Center for Family Services offers our employees the opportunity to enroll in a spending account specific to work-related transit and/or parking expenses for the 2026 plan year.

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

You are able to make a monthly pre-tax election up to \$340 for transit and/or up to \$340 for parking, with a minimum contribution amount of \$100 per account. 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 transit or parking accounts may be carried over to subsequent years. There is no "use-it-or-lose-it" rule. While unused amounts cannot be cashed out, they will not be forfeited and can be carried over to provide transit or parking benefits in subsequent years.

ELIGIBLE TRANSIT AND PARKING 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. 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 Flex Facts at **877.943.2287**.

