

## RCUH Flexible Spending Account Overview

	Healthcare FSA	Dependent Care FSA	Transit & Parking
<b>Annual Limit (per IRS)</b> <b>*Tax Year 2023</b>	\$3,050* <i>(maximum of \$127.08 per pay period)</i>	\$5,000* (single taxpayer or married couples filing jointly) or \$2,500* (married couples filing separately) <i>(maximum of \$208.33 per pay period)</i>	\$3,600* <i>(maximum of \$300 per monthly deduction)</i>
<b>Deductions Taken</b>	Semi-monthly (every pay period)	Semi-monthly (every pay period)	Monthly (1st- 15 <sup>th</sup> pay period)
<b>Reimbursements</b>	NBS debit card or Manual (email, fax, mail, online, mobile app)	Manual (email, fax, mail, online, mobile app)	Manual (email, fax, mail, online, mobile app)
<b>Availability of funds</b>	Total committed for the plan year available on July 1.	As contributions are received.	As contributions are received.
<b>Funds subject to forfeiture at the end of plan year?</b>	Yes. Use or lose.	Yes. Use or lose.	No. Funds roll over to the next plan year.
<b>Mid-year changes to contribution amount</b>	Changes only allowed during open enrollment or if change is consistent with a Family Status Change event.	Allowed if change is consistent with qualifying event.	Allowed at any time but must be at least thirty days prior to the requested effective date of change/cancellation.
<b>What happens if I terminate or become ineligible for the benefit prior to the end of the plan year?</b>	Reimbursements allowed for expenses prior to termination of eligibility. <i>Employee may be eligible for <a href="#">COBRA</a> enrollment if reimbursements do not exceed actual contribution amount.</i>	Reimbursements allowed for expenses prior to termination of eligibility.	Reimbursements allowed for expenses prior to termination of eligibility.
<b>Do I need to renew my election annually?</b>	<b>Yes.</b> Your elections must be renewed each plan year during open enrollment.	<b>Yes.</b> Your elections must be renewed each plan year during open enrollment.	No. Your election will remain the same unless you submit a change on <a href="#">RCUH Form B-5F</a> .

If you have any questions regarding Flexible Spending Account benefits, please contact the RCUH Employee Benefits Section at: (808) 956-6979 or (808) 956-2326 or e-mail: [rcuh\\_benefits@rcuh.com](mailto:rcuh_benefits@rcuh.com)

### Relevant Policies:

[3.530 RCUH Flexible Spending Plan](#)

[3.530A Addendum RCUH Flexible Spending Plan](#)