

From: HRS.Benefits
Sent: Tuesday, November 8, 2022 3:16 PM
Subject: Reminder- Re-enroll in FSA/DCAP for 2023



WASHINGTON STATE UNIVERSITY
Human Resource Services

Please note: This email is being sent to all employees who enrolled in FSA/DCAP for 2022.

Reminder- Re-enroll in FSA/DCAP for 2023

As a current participant in the Flexible Spending Arrangement (FSA) and/or Dependent Care Assistance Program (DCAP) benefits, **this is a reminder that you must re-enroll each year** during the Open Enrollment period (November 1-30) if you wish to continue participating in these benefits. To re-enroll in an FSA or DCAP for 2023, complete and submit the Open Enrollment Change event in your Workday inbox by the November 30 deadline.

For 2023, the FSA annual contribution maximum limit is increasing to \$2850, with the minimum amount remaining at \$120. DCAP contribution limits remain at \$5000 per household. The amount you elect as your annual contribution will be divided by the number of paychecks in the calendar year, and collected in equal contributions throughout the year via payroll deduction.

FSA funds are front-loaded, and you can utilize this account balance starting January 1, 2023. DCAP funds become available after the account has been funded by your contributions, and can be used for reimbursement or payment by debit card or submission of claim form.

WSU offers two types of FSAs that can be used to address different types of expenses; please be sure to elect the correct plan to fit your needs.

- **Medical FSAs** cover all eligible medical, vision, and dental expenses, and are only compatible with low-deductible plans (Classic, Value, Select, Accountable Care) or if you have waived medical coverage.
- **Limited Purpose FSAs** can only be used on certain dental and vision expenses, and are compatible with all plans, including Consumer Directed Health Plans (CDHP) with Health Savings Accounts (HSAs).

As a reminder, unused FSA funds may be eligible to be carried over into 2023:

- Up to \$570 of unused 2022 FSA funds can be carried over for use in 2023 if you re-enroll in FSA during Open Enrollment.
- If you do not elect to enroll in an FSA for the upcoming year, any unused funds between \$120 - \$570 will carryover and can still be used for 2023.
- Account balances under \$120 will be forfeited if you do not re-enroll for 2023.

There is no rollover or grace period to incur DCAP expenses beyond December 31, but you have until March 31 to submit claims for reimbursement.

Visit the [HRS Open Enrollment website](#) for additional information about these benefits, including a [presentation recording](#) providing more detail on FSAs. [Contact HRS](#) with questions.

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