Contract Administration

TO: PEF Membership, Executive Board Members, Field Services
FROM: Erika Frasier, Health Benefits Specialist
DATE: November 2, 2026
RE: **Dependent Care Advantage Account (DCAA), Health Care Spending Account (HCSA) and Adoption Advantage Account Open Enrollment**

The 2027 open enrollment period for the Dependent Care Advantage Account (DCAA), Health Care Spending Account (HCSA), and Adoption Advantage Account runs from November 2, 2026 through December 7, 2026.

The Flexible Spending Accounts remain with the current administrator, Total Administrative Services Corporation (TASC). Enrollment should be completed online through TASCs online platform, Bentek at, https://app.mybentek.com/nysfsa/. FSA enrollment lasts for only one year. Employees must enroll during open enrollment if they would like to participate in the FSA programs for 2027. Submit your enrollment application online or, by telephone: 1-800-358-7202, or by scanning the below QR code with your smartphone. To complete your application, you will need your NYS EMPLID number, located on your paystub.

The **Flexible Spending Accounts** are employee benefits that save employees money by allowing payment for certain expenses with pre-tax dollars. The programs include the Health Care Spending Account (HCSA), Dependent Care Advantage Account (DCAA) and the Adoption Advantage Account. For eligibility, please visit the OER website: https://oer.ny.gov/fsa

- The **Adoption Advantage Account** lets you pay for expenses related to the adoption of an eligible child with pre-tax dollars up to $17,670.
- The **HCSA** lets you set aside any amount from $100 up to the contribution maximum of $3,400 for the 2027 plan year to pay for health care expenses that are not reimbursed by your health insurance or other benefit plan. Only medically necessary medical, hospital, dental, vision, hearing, prescription drug, and certain over-the-counter drug expenses for you, your spouse, and your eligible dependents can be reimbursed or paid by your HCSA. The HCSA provides a carryover. The State's Flexible Spending Account website provides the following information about the HCSA carryover:

Unused contributions will carry over to the next plan year for the participant to use. During the plan year runout period (January 1–March 31), the previous year funds may still be used for previous year expenses. Any remaining funds up to the IRS limit from the previous year will then carry over into the current plan year's account balance after the runout period end date. During the runout, the new plan year election will be depleted first, then carryover funds will be accessible for reimbursement. For participants who did not re-enroll, carryover funds will be available after the runout period ends. The IRS carryover limit from 2025 into 2026 is $660 and will increase to a carryover limit of $680 from 2026 into 2027.

- **DCAA** allows you to set aside pre-tax money up to maximums of $7,500 or $3,750 based on your tax filing status to pay for eligible childcare for children under the age of 13, elder care, or disabled dependent care expenses while you are at work. This means you can save money on expenses you may already be paying for including daycare, nursery school, before/after school care, summer day camp, adult daycare center and disabled dependent care. Eligible employees can enroll without having to set aside any of their own money and will still nonetheless be eligible to receive the contractual employer contribution. The DCAA provides a grace period. The grace period allows an additional 2½ months to incur dependent care or adoption-related expenses. You can use any funds remaining in your account after the plan year ends to pay for expenses incurred between January 1 to March 15 of the following year.

2027 PLAN YEAR EMPLOYER CONTRIBUTION RATES	
If Your Salary is…	**The Employer Contribution is…**
Under $30,000	$1,100
$30,001 - $40,000	$1,000
$40,001 - $50,000	$900
$50,001 - $60,000	$800
$60,001 - $70,000	$700
Over $70,000	$600

Please note the following for the DCAA:

- If you use the "Married Filing Jointly" tax filing status the IRS $7,500 maximum contribution rule is applied to households.
- If both you and your spouse participate in a DCAA the total household contribution is limited to $7,500.
- If you file as "Head of Household", the IRS maximum contribution is $7,500.
- If you or your spouse earn less than $7,500 annually, you cannot put more money into the account than your income or your spouse's income, whichever is less.
- If you use the "Married Filing Separately" tax filing status, the IRS limits contributions to $3,750.
- If you use the "Single" tax filing status, the IRS limit is $3,750.

FSA Contact information:

- Online: https://oer.ny.gov/fsa
- Phone: FSA Hotline at **1-800-358-7202**
- Email: **fsa@oer.ny.gov**