



# Contract Administration

**TO:** PEF Membership, Executive Board Members, Field Services

**FROM:** Erika Frasier, Health Benefits Specialist

**DATE:** October 27, 2022

**RE:** **Dependent Care Advantage Account (DCAA), Health Care Spending Account (HCSA) and Adoption Advantage Account Open Enrollment and Informational Reminder**

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**The 2023 open enrollment period for the Dependent Care Advantage Account (DCAA), Health Care Spending Account (HCSA) and Adoption Advantage Account runs from November 1, 2022, through December 12, 2022.**

The Flexible Spending Accounts have a new administrator, Total Administrative Services Corporation (TASC), beginning January 1, 2023. Enrollment should be completed online. The online enrollment system platform has a new look. It is easy to enroll, submit your enrollment application online at [oer.ny.gov/fsa](https://oer.ny.gov/fsa), by telephone: 800-358-7202, or by scanning the below QR code with your smartphone. You will need your NYS EMPLID number, which is located on your paystub, to complete your application.



The **Flexible Spending Accounts** are state 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 **HCSA** lets you set aside any amount from \$100 up to the contribution maximum of \$3,050 (increase from \$2,850) for the 2023 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, and prescription drug expenses for you, your spouse, and your eligible dependents can be reimbursed or paid by your HCSA.

The HCSA provides a carryover. The carryover allows you to use the remaining balance, up to a maximum of \$610 (increase from \$570) from your 2022 HCSA towards eligible expenses incurred for the new plan year, 2023.

- The **Adoption Advantage Account** lets you pay for expenses related to the adoption of an eligible child with pre-tax dollars. The limit has been increased from \$14,890 to \$15,950.
- **DCAA** allows you to set aside up to \$5,000 for family and \$2,500 for married people filing separately, in pre-tax dollars for eligible custodial childcare, elder care, or disabled dependent care expenses that are necessary for you and your spouse (if you are married) to work. The DCAA provides a grace period of 2 ½ months until March 15, 2023 to incur dependent care expenses that can be reimbursed using balances from 2022. DCAA Contributions for 2023:

PEF successfully negotiated for the state to increase its employer contribution level by \$200 per participating employee for Plan Year 2023. The below rates reflect the \$200 increase:

**THE 2023 PLAN YEAR EMPLOYER CONTRIBUTION RATES ARE:**

If Your Salary Is...	The Employer Contribution Is...
Under \$30,000	\$1000
\$30,001 - \$40,000	\$900
\$40,001 - \$50,000	\$800
\$50,001 - \$60,000	\$700
\$60,001 - \$70,000	\$600
Over \$70,000	\$500

For full plan details please visit: <https://oer.ny.gov/fsa>

FSA Contact information:

- Online: [oer.ny.gov/FSA](https://oer.ny.gov/FSA)
- Phone: FSA Hotline at 1-800-358-7202
- Email: [fsa@oer.ny.gov](mailto:fsa@oer.ny.gov)