UTICA COLLEGE

OFFICE OF HUMAN RESOURCES

FLEX SPENDING ACCOUNT

We are pleased to announce the continuation of the Flexible Spending Account (FSA) which entitles benefit eligible employees to set aside pre-tax dollars for out of pocket medical expenses and/or dependent care.

The maximum amount to set aside for medical expenses remains to at $3,500
The maximum amount to set aside for dependent care remains at $5,000.

Important to note: Due to IRS guidelines, you are not allowed to use a flex plan and a health savings plan for unreimbursed medical expenses at the same time. However, the flex account dollars can be used for unreimbursed expenses for dental or vision care. Dependent care coverage remains the same.

Flex card for 2012: if you had a flex card from 2011, you can continue to use it in 2011. If you are signing up as a new member this year, you will receive a debit card for the flex plan in early January 2012.

Remember: when estimating your plan amount, keep in mind that unused dollars under a flex plan are not returned to you at year-end.

The Flexible Spending Account 2012 enrollment packet is available online.

All participants are required to complete an election form for the 2011 plan year and return it to the Office of Human Resources by Wednesday, November 23, 2011.

Contact the Benefits Coordinator at 315-792-3024 for assistance with questions.

Updated10/11