

Health Care FSA $500 Rollover Q&A

How much can rollover into 2015?
Up to $500 in unused Health Care FSA funds can rollover into the following plan year.

Do I have to elect a Health Care FSA in the plan year into which funds are rolled over?
No, however, you will be limited to only the rollover amount for Health Care expenses in the next plan year. Although you may not be contributing in the rollover year, you remain a participant until your rollover funds are exhausted or your employment is terminated.

Does the new rollover rule apply to Dependent Care FSA’s?
No. Your Dependent Care FSA is independent of this Health Care FSA ruling and remains unaffected.

What happens to the rollover with terminated participants?
If a participant terminates mid-plan year, they are not eligible to receive rollover funds. However, they have a run-out period to submit claims within the dates of service for which they were eligible for reimbursement.

Does the $500 rollover change the $2,500 maximum annual election?
No. For example: If the full $500 were to rollover into the following plan year and you elected to contribute the full $2,500 in that year, you would have a total of $3,000 available for reimbursement of eligible Health Care expenses that year.

Will participants be able to use their EBPA Benefits Card to access rollover funds?
Yes. The EBPA Benefits Card will access current year funds and then rollover funds.

Does the rollover option affect the run-out period?
No. You will still be able to file claims during the run-out period for expenses incurred during the plan year. This will be useful if you have more than $500 in your FSA account at the end of the plan year.

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