

Federal Flexible Spending Account Program (FSAFEDS): Special Enrollment Period Begins June 1

This message is intended for all DOL Federal Employees.

Dear Colleagues,

In response to recent legislation under the Consolidated Appropriations Act (CAA) and American Rescue Plan Act (ARPA) along with IRS guidance, the Federal Flexible Spending Account Program (FSAFEDS) is announcing important changes to Health Care Flexible Spending Accounts (HCFSA), Limited Expense Health Care Flexible Spending Accounts (LEX HCFSA) and Dependent Care Flexible Spending Accounts (DCFSA).

The key changes to DCFSA, HCFSA, and LEX HCFSA are as follows:

- You may enroll, increase, or decrease your current elections during the **2021 Special Enrollment Period (SEP) which will be held from June 1, 2021, to June 30, 2021**. The SEP will allow those who did not enroll or re-enroll, during Open Season, the opportunity to enroll for 2021 and gain access to available 2020 carryover funds.
- During the SEP, eligible employees will have a one-time opportunity to make an irrevocable election to enroll in HCFSA, LEX HCFSA, and DCFSA accounts. The election is effective *prospectively*, on the first day of the following pay period after acceptance by FSAFEDS. Allotments will occur on a *prospective* basis, divided evenly among the pay periods remaining in the year following the effective date of enrollment.
- Please refer to the [CAA Quick Reference Guide](#) for more details, including how to enroll and examples explaining the effective date of SEP changes.
 - Please note, to increase or decrease elections, select the event type “2021 Special Enrollment Period – Increase/Decrease”.
 - To enroll for 2021, select the event type “2021 Special Enrollment Period – New Account”.
- OPM is allowing unlimited carryover for re-enrolled HCFSA and LEX HCFSA participants for the 2020 and 2021 plan years. If an employee does not re-enroll in 2021, they will not have access to any possible 2020 carryover funds.
- OPM is extending the grace period for all DCFSA participants for the 2020 and 2021 plan years. The 2020 grace period is extended through December 31, 2021, and the 2021 grace period is extended through December 31, 2022.
- DCFSA participants with a qualifying dependent child who turned age 13 during the 2020 plan year may use any unused funds from that plan year for eligible expenses for that child until they turn age 14. *To qualify for this relief, enrollment in an FSAFEDS DCFSA in the 2020 plan year is required.*
- The 2021 DCFSA election maximum has been increased to \$10,500 (or \$5,250 for married taxpayers filing separately). Existing DCFSA participants may wish to accelerate their allotments now if they intend to increase their election. Current participants can do this by logging in to their online accounts and adjusting the number of pay periods.
- Other eligible employees may enroll between June 1 – June 30, 2021.
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Use of masks and hand sanitizing wipes (with 60%+ alcohol base) have been approved as eligible over-the-counter (OTC) HCFSA expenses!

Remember, if you did not re-enroll during Open Season, enrolling now will allow you access to your available 2020 carryover funds.

To enroll or make changes, visit the [2021 Special Enrollment Period](#) website.

Have Questions for FSAFEDS?

If you have questions, Benefits Counselors are available Monday through Friday from 9 a.m. to 9 p.m. Eastern Time, excluding holidays. Contact them toll-free at 877-FSAFEDS (877-372-3337), TTY (Hearing Impaired Line): 866-353-8058, International: +1 650-577-5294.

Sydney T. Rose | Chief Human Capital Officer

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