

## TAX-SAVING PROGRAMS COMPARISON CHART

	Health Care FSA	Dependent Care FSA	Pre-Tax Commute Plan	Medical/Dental Premiums	Supplemental Insurance
<b>Minimum # of work hours to be eligible</b>	20 hours/week	20 hours/week	none, but you must earn enough to cover your monthly deduction	20 hours/week	20 hours/week
<b>Type of Program</b>	FSA	FSA	pre-tax account	pre-tax deduction	pre-tax deduction
<b>Minimum</b>	<<<< \$250 combined ANNUAL election minimum >>>>				
<b>Maximum</b>	\$3,200/yr	\$5,000*/yr	\$325/mo mass transit, \$325/mo parking**		
<b>Open Enrollment Period</b>	Annually October - November	Annually October - November	Annually October - November	Annually October - November	Annually October - November
<b>Automatic Renewal?</b>	no	no	no	yes	yes
<b>Can be submitted by self?</b>	yes	yes	yes	yes	no, our program manager must enroll you
<b>Length of commitment</b>	plan year or until qualifying event	plan year or until qualifying event	month-to-month	plan year or until qualifying event	plan year or until qualifying event
<b>When are deductions taken from my paycheck?</b>	For bi-weekly & semi-monthly pay cycles: 2x/month Employees on weekly pay cycle: 4x/month	For bi-weekly & semi-monthly pay cycles: 2x/month Employees on weekly pay cycle: 4x/month	first paycheck of each month	For bi-weekly & semi-monthly pay cycles: 2x/month Employees on weekly pay cycle: 4x/month***	Once a month on the second paycheck of each month
<b>When are funds available?</b>	entire election amount available the week after the first 2024 paycheck	after funds are deposited into account	after funds are deposited into account		
<b>Debit card or reimbursement</b>	either	reimbursement	reimbursement		
<b>Unused funds policy</b>	Minimum election (\$250) for the new plan year required for unused balance up to \$640 to rollover to next plan year	use it by 12/31/24 or lose it	Participants who elect \$250 in any FSA/Commute plan in the new calendar year can rollover to the next plan year		

\*\$2,500 for a married person filing as single \*\*Limit set by the IRS. Subject to change. \*\*\*If your employer charges 1.5% of your gross pay for medical premiums, then deductions are taken out every pay period.

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