



2024 Open Enrollment

October 2 – October 26, 2023

Elections are effective January 1 – December 31, 2024



Spending Accounts – What You Need to Know

Do You Want to Contribute to a Spending Account in 2024?

Per IRS regulations, **annual enrollment is required** for spending accounts. The **maximum amounts** you can contribute to a spending account in 2024 are:

- Health Savings Account (HSA) — Individual coverage: \$4,150; family coverage: \$8,300
 - Only those enrolled in or waiving due to coverage in a High-Deductible Health Plan (HDHP) are eligible for an HSA.
- Health Care Flexible Spending Account (HCFSA) — \$3,050
 - If you are enrolled in an HDHP and have an HSA, this will automatically be a limited-purpose HCFSA (LPFSA) for dental and vision expenses only.
- Dependent Care Flexible Spending Account (DCFSA) — \$5,000
- Health Reimbursement Account (HRA) — \$5,000 (excess flex credits only)

Make sure an annual election is made.

- No election to the DCFSA, HCFSA and/or HSA means Spending Account(s) will default to ‘Waived’ for the 2024 plan year.
 - [Qualifying Life Events](#) are the only other time changes are allowed for DCFSA & HCFSA.
 - HSA enrollment and contribution changes can be made at any time throughout the plan year without a Qualifying Life Event.

Where Do Unused Flex Credits Go?

Unused flex credits will be automatically placed based on your medical election or [waiver reason](#):

| County Group Plan Waive - Group Plan (non HDHP) | Waive – Individual Plan (TRICARE, VA insurance, Medicare, Medi-Cal, or Covered California) | County HDHP Plan Waive – HDHP Plan |
|---|---|---|
| ↓ | ↓ | ↓ |
| Health Reimbursement Account (HRA) Excess flex credits automatically default (up to \$5,000 annual max) | Healthcare Flexible Spending Account (HCFSA) Excess flex credits automatically default (up to \$500 annual max) | Health Savings Account (HSA) Excess flex credits automatically default (up to IRS annual max) |

Any unused excess flex credits beyond the annual maximums will be forfeited to the County.

How Do I Use Unused Flex Credits to Fund a DCFSA?

If you enroll in a DCFSA and have excess flex credits, those flex credits will automatically be distributed to your DCFSA. Any excess flex credits remaining after that will go to the appropriate Spending Account based on the chart in the previous section.

What Happens to Unused 2023 Spending Account Funds?

The deadline to submit claims for expenses incurred in 2023 will be March 31, 2024 for HCFSA, DCFSA and HRAs.

- Up to a combined amount of \$610 remaining balance in an HCFSA and HRA will rollover into the 2024 plan year
 - Accounts must be active on December 31, 2023 to be eligible for rollover
- DCFSA balances will not roll over
- Health Savings Account (HSA) funds roll over each year
- If you newly elect an HSA for 2024 and currently have funds left in your HRA or HCFSA in 2023:
 - Remaining 2023 HRA funds will not roll over
 - The County will convert your general-purpose HCFSA funds to a limited-purpose Health Care FSA (LPFSA) as of January 1, 2024. It can continue to be used to pay for dental and vision expenses only in 2024.

Review the excess flex credit table in the [Open Enrollment Guide](#) for additional information.

For questions regarding Open Enrollment, your [Benefits Ambassadors](#) are here to assist.

For more information, contact the Department of Human Resources,
Employee Benefits Division at:

Phone: 888-550-2203 or Email: DHRBenefits.FGG@sdcounty.ca.gov

[Open Enrollment FAQs](#) [Open Enrollment Website](#) [Open Enrollment Guide](#)

