

## Frequently Asked Questions – Health FSA Carryover

### **1. I think I'll have money left in my 2015 Health FSA. Will this be carried over in 2016?**

You will **not** be able to carry-over 2015 Health FSA contributions. The Seattle Housing Authority (SHA) carry-over rule will begin on the January 1, 2016 plan year. You must incur claims by March 15, 2016 for the current 2015 plan year, or you will lose any remaining funds.

### **2. What if I have \$1,200 left in my 2016 Health FSA. Will the whole amount be carried over in 2017?**

The maximum carryover amount for each plan year is \$500. You must incur claims by December 31, 2016 or you will lose the remaining \$700.

### **3. I will have money left in my 2016 Health FSA, and I did not elect a Health FSA for the 2017 plan year. Will the money I did not use in 2016 carry over into 2017?**

Yes, up to \$500 of any remaining funds will be carried over, even if you didn't elect to contribute to a Health FSA for the 2017 plan year. The funds will be applied and available after the 90 day claims filing period ends on 3/31/2017.

### **4. Why do I have to wait until April 2017 to access my 2016 carryover for 2017 expenses?**

Seattle Housing Authority has an additional 90 days (until March 31) after a plan year has finished called the "claims filing period" to file any remaining claims from the previous plan year. The carryover balance cannot be applied until the claims filing period is over to ensure all claims have been processed and reimbursed.

### **5. If I find un-submitted receipts from 2016 after March 31, 2017, can I request reimbursement for them from the money that carried over to 2017?**

If you find unreimbursed receipts for 2016, you may submit them by March 31, 2017 to Flex-Plan Services for reimbursement for 2016 expenses. After March 31, 2017, the carryover funds will be applied to your 2017 balance and can only be used for eligible expenses incurred between January 1 and December 31, 2017. You will no longer be able to claim for expenses incurred in the 2016 plan year.

### **6. I will end up carrying over \$500, and I elected \$2,550 Health FSA for 2017. Since \$2,550 is the maximum contribution, will I have \$3,050 to use in 2017?**

Yes, you will have \$3,050 to use for health care expenses in 2017. The 2016 carryover amount does not apply toward the 2017 maximum contribution amount.

### **7. What will happen if I don't use the \$500 carryover in 2017? Can I carry it over to 2018?**

If you do not use your funds during the plan year up to \$500 will be carried over to the subsequent plan year. If you do not use them that year they will continue to carryover until you use them, or until you leave SHA.

### **8. Is the carryover a one-time opportunity? If I don't use all my 2016 Health FSA funds in 2017, will I be able to carry over up to \$500 to 2018?**

The carryover opportunity will occur each year. If you don't use all of the money you had deducted from your paychecks in 2016, up to \$500 will be carried forward into 2017.

### **9. What will happen to my carryover if I leave SHA employment?**

Your carryover funds are treated the same as any other Health FSA funds once they have been carried over and applied to the subsequent year's balance. If you terminate employment with SHA your access to any remaining funds will depend on a couple of things: (1) your last day of active employment, and (2) whether you choose to continue your regular Health FSA by accelerating your contribution from your last paycheck or through COBRA.