



BOSTON COLLEGE
BENEFITS OFFICE

October 2024

TO: Benefits Eligible Employees

FR: Jack Burke, Benefits Director

RE: FLEXIBLE SPENDING ACCOUNT PLAN – Enrollment for 2025

The Open Enrollment period for the Flexible Spending Account (FSA) plan for calendar year 2025 is November 1 through 22, 2024. The plan consists of Health Care

- x Deductions– You decide the amount you want to contribute to ~~either~~ both accounts for the year, and that amount is deducted from your paychecks in equal increments during the year. **You may not change or stop your deductions during the year** unless your family status changes (due to marriage or birth of a child, ~~for example~~), and the action must be consistent with the status change. ~~You cannot switch funds between accounts.~~
- x Reimbursements– You submit claims and supporting documentation for expenses incurred during a plan year for payment from the appropriate ~~account~~. ~~Claims are submitted to Health Equity, the third-party administrator, and reimbursements are paid to you directly. [However, see comments below about the~~ **“Debit Card”** for Health Care expenses and ~~the~~ **“Pay the Provider”** option.]
- x **“Debit Card” for Health Care Expenses**– Health Care FSA participants will receive the Health Equity “HealthcareCard” It can be used to pay for eligible health care expenses at pharmacies, medical providers, and certain large grocery and department stores. The cost of eligib

