



Flexible Spending Account: Dependent Care Advantage Account Program February – June 2013

A. Current Statistics for 2013

Currently, there are 8,481 employees enrolled in the DCAAccount for the 2013 plan year. A total of 3,020 employees are enrolled for just the Employer Contribution. A breakdown of the 2013 DCAAccount utilization by bargaining unit can be found on page 2 of this report.

Fringe Benefits Management Company, a Division of WageWorks (FBWW), our third party administrator, handled 14,474 calls for both the Health Care Spending Account and the DCAAccount from January through April 2013.

B. Forfeitures for Plan Year 2012

IRS regulations provide for a 90-day run-out period for participants to submit for eligible prior year expenses. A new requirement added to the FSA contract requires that FBWW be responsible for sending out the annual forfeiture letters. In response to this requirement, during February 2013, FBWW mailed out letters to DCAA participants who had \$1.00 or more remaining in their 2012 accounts to remind them that they had until March 31, 2013 to submit for any eligible 2012 expenses. In late March, Family Benefits Pre-Tax staff followed up with phone calls and emails to participants who had \$1,000 or more remaining in their 2012 account. The forfeiture balance at the start of the campaign was just over \$1,700,000. The final forfeiture amount will be available in late August 2013.

C. OSC Social Security Number/Employee ID Number Conversion

In early January, OSC reached out to vendors alerting them of the initiative to convert from Social Security Numbers (SSNs) to Employee ID Numbers (EMPLIDs). FSA staff have been working with FBWW, Fringe Benefits Management Company (FBMC), Health Axis, FBWW's and FBMC's subcontractor on the enrollment and change in status system, and OSC to convert all SSNs to EMPLIDs. The programming has been completed and the testing of all systems and deduction files is underway. Completion of this project is scheduled for June 27.

D. Planning Activities for 2014 Open Enrollment Campaign

Work has begun on updating the open enrollment materials for the 2014 plan year. The 2014 open enrollment period will begin on September 30 and end at midnight on November 8, 2013.

The open enrollment materials, which include the enrollment booklet, poster, gatefold, and paycheck stuffer, will be printed and distributed to all eligible agencies. In our continuing effort to reduce paper, agencies have again been given the option of an electronic version of the paycheck stuffer versus the traditional hard copy.

Employees will be able to obtain enrollment information for the 2014 plan year in mid-September on the FSA website, www.flexspend.ny.gov. The open enrollment memorandums will go out to all Directors of Human Resources, Health Benefits Administrators, and Payroll Officers in early September 2013. Letters to current enrollees reminding them to re-enroll will be mailed in mid-September. We will also ask the unions to update their websites and include articles in publications regarding open enrollment.

E. Annual FSA Survey

The FSA annual survey was sent out to 1,600 participants in February by FBWW. The survey questions participants' satisfaction in areas of customer service, plan materials, the website, and the enrollment and CIS application system. Results of the survey are reported in FBWW's Annual Report which is released in mid-August.

F. 2013 DCAAccount Enrollment - Summary Report

DCAAccount Enrollment						
As of May 24, 2013						
Summary Report	Enrollment		Employer Contribution		Employer Contribution Only	
	Enrollment Total		EC		Employees Enrolled EC Only	
Bargaining Unit	2012	2013	2012	2013	2012	2013
CSEA (02,03,04,47)	1,790	1,930	\$1,166,100	\$1,258,522	1,335	1,422
PEF (05)	3,301	3,526	1,327,800	1,415,000	1,157	1,257
UUP (08)	1,362	1,235	NA	NA	NA	NA
C82 (61, 91)	3	6	NA	1,900	NA	3
NYSCOPBA (01, 21)	111	195	NA	90,310	NA	81
DC37 (67)	3	5	NA	NA	NA	NA
NYSPIA (62)	40	38	NA	NA	NA	NA
GSEU (28)	10	3	6,000	NA	9	NA
MC (06,13,18,46,52,66)	739	792	269,750	285,275	208	207
Legislative (77,79)	149	144	78,600	74,601	51	46
Courts: 86,87,88,CT,DR, F8, G9, S9, SA, SG, SK, SN, SR, SY	483	497	NA	NA	NA	NA
SP (07,17 troopers)	55	71	NA	NA	NA	NA
APSU (31)	11	10	NA	NA	NA	NA
Other (14,34,41,57,96,97,98)	23	29	3,600	7,500	3	4
Total:	8,080	8,481	\$2,851,850	\$3,133,108	2,763	3,020