3 of 3

BENEFIT DE SCRIPTION ELIG IBILITY EFFECTIVE

DATE

COST

Flexible Spending

Account s

De pendent Car e Advantage Account: A portion of sa lary is

de signated by employ ee to cov er child, eld e r and depend ent care

expenses with tax-f ree dollars.

Health Car e Advantage Spending Acco unt: A portion of sala ry is

de signated by employ ee to cov er unreimbursed hea lth -re la ted

expenses with ta x-f ree dollars.

Ad optio n Ad vantage Option : A p ortion of salary is de signated by

employ e e for expenses re lated to the adoption of an eligi ble child .

Visit http ://www.f lexspend .ny .gov / and sele ct Enrollment

Inf orma ti o n for de tails

Must be re cei ving regula r

bi-wee kly pa ychecks.

Must be annual sa laried

employ ee a nd eligi ble for

he a lth insurance.

Ne w e mployee s

be come eligible af ter

comple tio n of 60

conse cuti ve days of

sta te service, and must

enroll within 60 days

of hire da te or d urin g

annua l open

enrollme nt p eriod.

The emp loye e de te rmin es

the amount to be d educted

up to IRS- established

ma ximum a llowa nce

Fund s are “use it or lose it”

by 12 /31 each p lan year

Enrollment d oes not

automatically carry over

ea ch pla n year

Holidays*

Vacation*

Sick Le(95009000-ifq 24. 3 19 122.0 140. re W* n BT /F3 11.04 Tf 1 0 0 1 49.4 32.5 Tm 0 G ( ) TJ ET EMC /P /MCID 42 BDC q 24. 20.9.14 10 140. re W* n BT /F3