



Unified Court System

OFFICE OF COURT ADMINISTRATION

JUSTIN A. BARRY, ESQ.
EXECUTIVE DIRECTOR

CHRISTY Q. BASS
DIRECTOR, DIVISION OF HUMAN RESOURCES

LAURA A. WARNER
DEPUTY DIRECTOR, DIVISION OF HUMAN RESOURCES

NOTICE

To: All Non-Judicial Employees

Subject: 2026 Flex Spending Account

Date: October 31, 2025

Attached is a flyer and enrollment book describing the Flex Spending Account (FSA) program. The FSA allows UCS employees to cover out-of-pocket expenses with pre-tax dollars for calendar year 2026.

Flex Spending Account (FSA) 2026 Open Enrollment period

- November 1 through December 8, 2025, at 11:59 pm ET
- Internal Revenue Service (IRS) regulations do not allow any exceptions for a missed deadline, regardless of the reason
- FSA enrollment lasts for only one year. Employees must enroll during open enrollment if they would like to participate in the FSA for 2026

2026 Annual Limits

- Health Care Spending Account (HCSA) - \$3,400 per year
- Dependent Care Advantage Account (DCAA) - \$7,500 per year per household. Please see flyer for DCAA Employer Contribution Rates
- Adoption Advantage Account - \$17,670 per year

Administration

Total Administrative Services Corporation (TASC) will continue as the FSA vendor for the 2026 plan year. TASC offers enrollment online through Bentek at, <https://app.mybentek.com/nysfsa/>.

Returning participants from the 2025 plan year will continue to use the debit card that was issued as it is good for four consecutive years. New participants will receive their debit card by January 1, 2026.

How to Enroll

- Enroll online at oer.ny.gov/FSA
- Enroll by phone at 1-800-358-7202
- Enroll by scanning the QR code on the flyer with your smartphone

There are no paper forms or applications to complete. You will need your NYS Employee ID number (which begins with "N"), your Department ID, and your Bargaining Unit (Negotiating Unit) to complete your application – all three items are listed on your paystub.

Additional information is available at oer.ny.gov/FSA. Please call 1-800-358-7202 if you have any questions.