



FAQs



FAQ	Answer
Are my medical plans changing?	We have redesigned our plan offerings through BCBS to provide more choice and lower premiums.
Will I be required to re-enroll?	Yes. We are rolling out a new online enrollment system that will allow you to go online to make all your enrollment elections this year.
What other changes are happening this year?	We have added a buy-up vision option; a High Deductible Health Plan so you can open a Health Savings Account; changed carriers for life and disability to The Standard and are providing new voluntary products through MetLife.
What are my responsibilities?	Make sure to attend one of the open enrollment meetings and then on November 1 st , log into your new online enrollment system and make your elections.

HSA vs FSA

FAQ	HSA	Health FSA Dependent Care FSA Limited Purpose FSA
Who is the carrier providing the benefit?	Chard-Snyder	Chard-Snyder
Which FSA can I elect?	If enrolled in the HSA, you cannot enroll in the health FSA but can enroll in the dependent care FSA	If you did NOT elect the HSA, you can enroll in either the Health or Dependent Care FSA
Who contributes to my account and when do I receive the funds?	You, your employer or anyone can contribute to your account. The funds become available as they are deposited.	You, the employee, contribute to your fund each pay period. The full amount you elect is available at the beginning of each plan year.
When do my benefits begin and end?	Your HSA will begin 1/1/19 but technically never ends until you close the account.	Benefits go from the beginning of the plan year to the end. Ex: 1/1/2019 – 12/31/2019
Is there a Debit card or Mobile app available?	Yes – both!	Yes, except for dependent care account
How do I enroll?	Through you new online enrollment system.	Through you new online enrollment system.



HSA

FSA

Do I need to enroll in a medical plan?

- Yes – Must be enrolled in a Plan E
- No medical plan required

How much can I contribute each year?

- 2019 - Employee: \$3,500
Family: \$7,000
Extra \$1000 if over age 55
- 2019 - Health: \$2,650
Dependent: \$5,000
Carryover: \$500 (2020)

When are my funds available, and how do I use them?

- Funds accumulate as they are deposited with each paycheck. You will be provided a debit card, or you can pay claims from your account
- Entire election amount is available at the start of each plan year. You will receive a debit card, or you can submit claims for reimbursement as they occur

What if I do not use all of my deposited funds by the end of the year?

- Funds remaining rollover year to year and stay with you even if you leave employment
- Any unused funds will be lost at the end of each year

Who will substantiate my purchases?

- You do. Be sure to keep all receipts in the event that you are audited by the IRS
- Chard-Snyder will substantiate purchases when you submit receipts. Keep all receipts in the event of an IRS audit

When can I change my contribution amounts?

- Contribution amounts can be changed at any point throughout the year
- You can only make contribution elections at open enrollment

What if my employment is terminated?

- You own the account and will not lose the funds
- Account is terminated when employment ends, but it is eligible for COBRA