

Benefits Bulletin

Bulletin Number: 14-02

October 3, 2014

To: All USGS Employees

From: Cathleen M. Smith
Chief, Employee/Labor Relations and Benefits Team

Subject: Updates to the Federal Employees Dental and Vision Insurance Program and Federal Flexible Spending Account Program.

The purpose of this bulletin is to convey two recent changes the Office of Personnel Management (OPM) announced regarding benefits.

Federal Employees Dental and Vision Insurance Program

The list of [Qualifying Life Events](#) to allow changes outside of Open Season for the Federal Employees Dental and Vision Insurance Program (FEDVIP) has been expanded. Beginning August 15, 2014 FEDVIP enrollees may make enrollment changes when they get married or return to work after certain periods of leave without pay.

FEDVIP changes are made with the [BENFEDS](#). Please contact a BENEFEDS representative if you have questions at 1-877-888-3337 or 1-877-889-5680 TTY.

Federal Flexible Spending Account Program

The [Federal Flexible Spending Account Program \(FSAFEDS\)](#) is implementing two significant changes effective for the 2015 plan year.

- Health care and limited expense flexible spending accounts (FSAs) will no longer have a grace period; instead, qualifying participants will be able to carry over up to \$500 of unused funds to the next plan year. Dependent care FSA will still have a grace period and will not have carry over to the next plan year.
- The minimum annual election for all three types of FSA will be reduced from \$250 to \$100.

Qualifying 2014 participants will still have the grace period in the first 2½ months of 2015. Participants have from January 1, 2014 through March 15, 2015 to incur eligible expenses for reimbursement from their 2014 account. Participants must be employed by an agency that participates in FSAFEDS and actively making allotments from their pay through December 31, 2014 to participate in the grace period.

Additional details on the upcoming changes to the 2015 plan year is on [FSAFED's website](#) and more will be forth-coming for the fall open season, November 10 through December 8, 2014.

Please contact a FSAFEDS representative if you have questions on these changes at 1-877-372-3337 or FSAFEDS@adp.com

Other Questions

The [USGS website on Pay and Benefits](#) provides multiples links and resources to all benefits, including all prior Benefits Bulletins. [This information is available on the internet](#) so you may share with your family or view from home with ease. Contact your [Benefits Specialist](#) if you have any questions.