Working at Cornell

2022 Open Enrollment - Spending Accounts

How much should I contribute to an HSA or FSA?

Tax Savings for Any Health Plan: If you want to take advantage of the pretax savings of an FSA for medical or childcare expenses, you need to sign up every year during open enrollment (re-enrollment is not automatic!)

- Not enrolling in an FSA this year? Jump to the next step!
- Not sure if an FSA is for you? Learn more about Flexible Spending Accounts
- Enrolling in an FSA? Check out the helpful tips below to decide your 2022 contribution level.

Check out our online Benefair if you have questions about flexible spending accounts!

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2022 Contribution Limits

PLEASE NOTE: As of November 12, the IRS has announced the 2022 contribution limits for FSA accounts. For 2022, you may contribute up to $2,850 to a Medical Care FSA and up to $5,000 (per household) to a Dependent Care FSA.

Health care FSA: $2,850
If you and your spouse each have a health care FSA, you can each contribute up to $2,850.
The 2022 limit for FSA medical per employee is $2,850. This does not include any 2021 rollover dollars.

Dependent care FSA: $5,000

If you and your spouse each have a dependent care FSA, you are limited to $5,000 between the two of you. If you're married and filing taxes separately, your contribution limit is $2,500.

**Contribution Worksheets**

- **Medical Expense Planning Worksheet**: Determine the dollar amount you will spend for medical expenses during the plan year.
- **Dependent Care Expense Planning Worksheet**: Determine the dollar amount you will spend for dependent day care expenses during your plan year.
- **Common Eligible Health Care Expenses**: What's covered? What isn't?
- **Common Eligible Dependent Care Expenses**: Details on what is and isn't covered.

**Deadlines and Rollovers**

You should assess your needs carefully for both the medical care and dependent care flexible spending accounts and take advantage of all the tax savings you can reasonably estimate.

For the plan year 2022, up to $570 of unused money in your 2021 medical care FSA account will be rolled over into your 2022 account to be used for eligible medical expenses.

The $570 rollover does not offset the 2022 election amount available. The rollover does not apply to the FSA dependent care account.

The IRS allows Cornell to extend the time that flexible spending dependent care account participants can incur and submit claims for reimbursement. For example, if your 2021 dependent care annual amount is $5,000, you have until March 15, 2022 to incur additional expenses that can be used for reimbursement against your 2021/2022 annual amount.

You need to submit 2021 account claims for reimbursement by April 30, 2022, otherwise the “use-it-or-lose-it” rule comes into effect and you will lose the unused funds. It is important that you submit 2021 claims prior to submitting 2022 claims so that your remaining 2021 monies will be exhausted prior to your 2022 monies being used.

**HSA Members**

Remember that if you're in an HSA, Cornell contributes $1,000 each year into your spending account.

This means that if you're covered as an individual, you can contribute up to $2,650; the maximum contribution including Cornell's contribution is $3,650. Families can contribute up to $6,300 -- the maximum contribution including Cornell's contribution is $7,300.

If you're age 55 or older, you can contribute an additional $1,000.

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We encourage you to use the Workday Decision Enrollment Guide before going into Workday.