

2026



Flex Spending Account

NEW HIRE BASICS

The **Flex Spending Account (FSA)** is a valuable benefit available to NYS employees that allows you to use pre-tax dollars to save on healthcare, dependent care, and adoption expenses! **Use the 2026 Enrollment Book as your guide.**



**AS A NEW HIRE YOU
HAVE 60 CALENDAR DAYS
FROM YOUR HIRE DATE
TO ENROLL.**

HEALTH CARE SPENDING ACCOUNT (HCSA)

Contribute between \$100–\$3,400 for health care-related expenses for you, your spouse, or eligible dependents. Day one of your period of coverage your entire election amount is available, no need to wait for payroll deductions to add up.

DEPENDENT CARE ADVANTAGE ACCOUNT (DCAA)

Contribute up to \$7,500 in dependent care expenses while you are at work. Funds become available for reimbursement as they are deposited from your payroll deductions.

ADOPTION ADVANTAGE ACCOUNT (ADOPTION)

Contribute up to \$17,280 to pay for adoption, and qualified adoption-related expenses.

DCAA EMPLOYER CONTRIBUTION

As a result of collective bargaining agreements between the State and the public employee unions, many employees are eligible for an employer contribution from New York State. In order to receive this contribution, you need to enroll in the DCAA employer contribution.

Salary Range	Employer Contribution
Under \$30,000	\$1,100
\$30,001–\$40,000	\$1,000
\$40,001–\$50,000	\$900
\$50,001–\$60,000	\$800
\$60,001–\$70,000	\$700
Over \$70,000	\$600
GSEU Employees	\$900

Please check <https://oer.ny.gov/fsa> to see if you are eligible.



ENROLL NOW THROUGH BENTEK!

Enrollment is done through Bentek on behalf of Total Administrative Services Corporation (TASC), the program administrator.

<https://app.mybentek.com/nysfsa/>

Not Sure Where to Start? We're Here to Help!



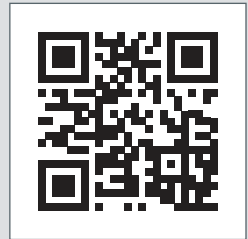
FSA Hotline: 800-358-7202



FSA Website: <https://oer.ny.gov/fsa>
or scan QR code to the right



FSA Email: fsa@oer.ny.gov



New York State Office of Employee Relations

Governor Kathy Hochul | Director Michael N. Volforte

The Flex Spending Account is sponsored by the Work-Life Services Advisory Board and the Joint Labor Management Committees on Health Benefits, the Office of Employee Relations, the Civil Service Employees Association, Public Employees Federation, United University Professions, NYS Correctional Officers & Police Benevolent Association, Inc., Council 82, District Council 37, Police Benevolent Association of the New York State Troopers, New York State Police Investigators Association, Police Benevolent Association of New York State, Inc., and the Graduate Student Employees Union.