

Davis Technical College

Flexible Spending Account Policy

Effective Date: 26 March 2015

Board Approval: 21 November 2002

Revised President's Council Approval: 16 March 2015

Revised Board Approval: 26 March 2015

1. Purpose

To establish a Flexible Spending Account Plan for eligible Davis Technical College (College) employees.

2. Policy

2.1. Flexible Spending Account Plan - The College shall make available to eligible employees a Flexible Spending Account (FSA) Plan under Section 125 of the Internal Revenue Code. FSA plans allow eligible employees to divert wages to pay for certain qualified benefits in accordance with IRS policies.

2.2. Administrative costs - The College pays for FSA Plan administrative costs.

2.3. Plan Year - The plan year is the fiscal year, from July through June.

2.4. Unused Amounts - A portion of unused money may carry-over from year to year; however, any amount greater than the allowable carry-over may be forfeited, as defined under current IRS regulations.