

State Employees FSA Contribution Limits				
≤ 2500	3000	4000	5000	6000 ≥
AK (1200)	ID	DE	AL	CO
DC	IA	MO (4500)	AZ	NV
HI (2400)	LA	NC (4200)	AR	ND
NJ	MA	NH	CA	PA (8000)
	MD	NY	FL	UT
	ME		GA (5040)	WI (7500)
	NE		IL	
	OH		IN	
	TN (3600)		KS	
	TX (3500)		KY	
	WA (3600)		MI	
	WV		MN	
	WY		MS	
			MT	
			NM	
			OK	
			OR	
			RI	
			SC	
			SD	
			VA	
			VT	

- All federal employees will be negatively impacted if a \$2,500 cap on FSA contributions is imposed in health reform legislation as they currently have an average of \$4,270 annual FSA contribution limit.
- State employees in almost all states also will be harmed.
- Forty-six states currently have FSA contribution limits set at \$3,000 or more a year for state workers.
- Twenty-eight states set their FSA contribution limits at \$5,000 or more per year for state workers; four states set the limit at \$6,000 a year, Wisconsin at \$7,500 per year and Pennsylvania sets the limit at \$8,000 per year.
- The median FSA contribution limit set by the states for state workers is \$5,000.
- Only Alaska, Hawaii, District of Columbia and New Jersey set their FSA contribution limits for state workers at or lower than the \$2,500 level proposed by the Senate Finance Committee.
- One state (Connecticut) does not offer a Health FSA, only DCSA.
- Clearly, state governments appreciate that FSAs provide an important safety-net for their insured state workforce to meet their out-of-pocket health care costs.
- Use of FSAs helps to maintain a healthy public workforce that can use pre-tax contributions to manage their annual out-of-pocket spending for deductibles, co-payments, prescription drug costs and medically necessary therapies that are not reimbursed by insurers.

State	Health FSA Max	Source
AL	5000	<a href="http://www.elseib.org/PDF/FLEX/FlexHandbook.pdf">http://www.elseib.org/PDF/FLEX/FlexHandbook.pdf</a>
AK	1200	<a href="http://doa.alaska.gov/drb/ghlb/hcra.html">http://doa.alaska.gov/drb/ghlb/hcra.html</a>
AZ	5000	<a href="http://www.benefitoptions.az.gov/plans/Docs/09-10%20ASI%20Plan%20Description.pdf">http://www.benefitoptions.az.gov/plans/Docs/09-10%20ASI%20Plan%20Description.pdf</a>
AR	5000	<a href="http://www.arbenefits.org/ebd_pages/forms/formEnrollmentFBMCARK09.pdf">http://www.arbenefits.org/ebd_pages/forms/formEnrollmentFBMCARK09.pdf</a>
CA	5000	<a href="http://www.dpa.ca.gov/pv_obj_cache/pv_obj_id_D5A18C35312AC6B29582CDF5FAAEC16BF4FD2B00/filename/handbook.pdf">http://www.dpa.ca.gov/pv_obj_cache/pv_obj_id_D5A18C35312AC6B29582CDF5FAAEC16BF4FD2B00/filename/handbook.pdf</a>
CO	6000	<a href="http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=application%2Fpdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1239165546123&amp;ssbinary=true">http://www.colorado.gov/cs/Satellite?blobcol=urldata&amp;blobheader=application%2Fpdf&amp;blobkey=id&amp;blobtable=MungoBlobs&amp;blobwhere=1239165546123&amp;ssbinary=true</a>
CT	0	<a href="http://web.ccsu.edu/humanresources/PDF_Files/DependentCareFlexSpendingAcctEnrollment.pdf">http://web.ccsu.edu/humanresources/PDF_Files/DependentCareFlexSpendingAcctEnrollment.pdf</a>
DC	1500	<a href="http://dchr.dc.gov/dcop/frames.asp?doc=/dcop/lib/dcop/information/forms_apps/pdf/DCGov_2002.pdf">http://dchr.dc.gov/dcop/frames.asp?doc=/dcop/lib/dcop/information/forms_apps/pdf/DCGov_2002.pdf</a>
DE	4000	<a href="http://ben.omb.delaware.gov/fsa/documents/2009/payroll_stuffer_actives_102408.pdf">http://ben.omb.delaware.gov/fsa/documents/2009/payroll_stuffer_actives_102408.pdf</a>
FL	5000	<a href="http://dms.myflorida.com/human_resource_support/state_group_insurance/publications/2009_active_employee_benefits_guide">http://dms.myflorida.com/human_resource_support/state_group_insurance/publications/2009_active_employee_benefits_guide</a>
GA	5040	<a href="http://team.georgia.gov/portal/site/FLEX/menuitem.fa0dd6070dbcefe17e673a4fda1010a0/?vgnextoid=9f601bbf83719110VgnVCM100000bf01010aRCRD">http://team.georgia.gov/portal/site/FLEX/menuitem.fa0dd6070dbcefe17e673a4fda1010a0/?vgnextoid=9f601bbf83719110VgnVCM100000bf01010aRCRD</a>
HI	2400	<a href="http://www.compfinplan.com/Work.html#anchor452047">http://www.compfinplan.com/Work.html#anchor452047</a>
ID	3000	<a href="http://adm.idaho.gov/insurance/grp/open_enrollment/FY10/FY10_Medical_Dental_and_FSA_Plans.pdf">http://adm.idaho.gov/insurance/grp/open_enrollment/FY10/FY10_Medical_Dental_and_FSA_Plans.pdf</a>
IL	5000	<a href="http://www.state.il.us/cms/download/pdfs_benefits/MCAP_Enrollment_form.pdf">http://www.state.il.us/cms/download/pdfs_benefits/MCAP_Enrollment_form.pdf</a>
IA	3000	<a href="http://benefits.iowa.gov/benefit_documents/benefits_handbook_2009.pdf">http://benefits.iowa.gov/benefit_documents/benefits_handbook_2009.pdf</a>
KS	5000	<a href="http://www.sehp2010ks.org/health-programs/flexible-spending-accounts/">http://www.sehp2010ks.org/health-programs/flexible-spending-accounts/</a>
KY	5000	<a href="http://personnel.ky.gov/NR/rdonlyres/A079CEC9-D7DC-45E6-A187-F996CEADE447/0/CommonwealthofKY_2009_HealthFSA_Final.pdf">http://personnel.ky.gov/NR/rdonlyres/A079CEC9-D7DC-45E6-A187-F996CEADE447/0/CommonwealthofKY_2009_HealthFSA_Final.pdf</a>
LA	3000	<a href="http://www.lsystem.edu/faculty_staff/employeebenefits/taxsaverflexiblebenefitplans/">http://www.lsystem.edu/faculty_staff/employeebenefits/taxsaverflexiblebenefitplans/</a>
ME	3000	<a href="http://www.state.me.us/beh/MDC%20Reimb/MDC%20Index.htm">http://www.state.me.us/beh/MDC%20Reimb/MDC%20Index.htm</a>
MD	3000	<a href="http://www.dbm.maryland.gov/employees/healthben/Pages/FlexSpendingAccts.aspx">http://www.dbm.maryland.gov/employees/healthben/Pages/FlexSpendingAccts.aspx</a>
MA	3000	<a href="http://www.mass.gov/?pageID=afterterminal&amp;L=3&amp;L0=Home&amp;L1=Insurance+%26+Retirement&amp;L2=State+Insurance+Benefits&amp;sid=Eoaf&amp;b=terminalcontent&amp;f=gic_otherbenefits_hcsa&amp;csid=Eoaf">http://www.mass.gov/?pageID=afterterminal&amp;L=3&amp;L0=Home&amp;L1=Insurance+%26+Retirement&amp;L2=State+Insurance+Benefits&amp;sid=Eoaf&amp;b=terminalcontent&amp;f=gic_otherbenefits_hcsa&amp;csid=Eoaf</a>
MI	5000	<a href="http://www.michigan.gov/documents/mdcs/Flex_Spending_Account_Plan_Booklet_254434_7.pdf">http://www.michigan.gov/documents/mdcs/Flex_Spending_Account_Plan_Booklet_254434_7.pdf</a>
MN	5000	<a href="http://www.mmb.state.mn.us/doc/ins/adv-ee/oe-booklet.pdf">http://www.mmb.state.mn.us/doc/ins/adv-ee/oe-booklet.pdf</a>
MS	5000	<a href="http://www.hrm.msstate.edu/benefits/MSUSPDONLY.pdf">http://www.hrm.msstate.edu/benefits/MSUSPDONLY.pdf</a>
MO	4500	<a href="http://www.umssystem.edu/ums/departments/hr/benefits/annualenrollmentsselfservice/fsa.pdf">http://www.umssystem.edu/ums/departments/hr/benefits/annualenrollmentsselfservice/fsa.pdf</a>
MT	5000	<a href="http://benefits.mt.gov/docs/SPD_Booklet.pdf">http://benefits.mt.gov/docs/SPD_Booklet.pdf</a>
NE	3000	<a href="http://www.das.state.ne.us/personnel/benefits/2010/asi/summary_plan_description.pdf">http://www.das.state.ne.us/personnel/benefits/2010/asi/summary_plan_description.pdf</a>
NV	6000	<a href="http://pebp.state.nv.us/plans/Final%20PEBP%20FSA%20SPD%20Plan%20Year%202010.pdf">http://pebp.state.nv.us/plans/Final%20PEBP%20FSA%20SPD%20Plan%20Year%202010.pdf</a>
NH	4000	<a href="http://admin.state.nh.us/hr/flex_spending/benefits_summary.pdf">http://admin.state.nh.us/hr/flex_spending/benefits_summary.pdf</a>
NJ	2500	<a href="http://www.state.nj.us/treasury/pensions/fbmc-fsa-enrollment-form-2009.pdf">http://www.state.nj.us/treasury/pensions/fbmc-fsa-enrollment-form-2009.pdf</a>
NM	5000	<a href="http://hr.unm.edu/benefits/fsa.php#reim">http://hr.unm.edu/benefits/fsa.php#reim</a>
NY	4000	<a href="http://www.flexspend.state.ny.us/2009/hcsa.asp">http://www.flexspend.state.ny.us/2009/hcsa.asp</a>
NC	4200	<a href="http://www.osp.state.nc.us/ncflex/Forms/NCFLEXENrollForm_Final.pdf">http://www.osp.state.nc.us/ncflex/Forms/NCFLEXENrollForm_Final.pdf</a>
ND	6000	<a href="http://www.nd.gov/ndpers/forms-and-publications/publications/enrollment-guide.pdf#page=5">http://www.nd.gov/ndpers/forms-and-publications/publications/enrollment-guide.pdf#page=5</a>
OH	3000	<a href="http://das.ohio.gov/FlexibleSpendingAccount/index.htm#HealthCareSpendingAccount">http://das.ohio.gov/FlexibleSpendingAccount/index.htm#HealthCareSpendingAccount</a>
OK	5000	<a href="http://www.ebc.state.ok.us/en/FlexibleSpending/Pages/FlexibleSpending.aspx">http://www.ebc.state.ok.us/en/FlexibleSpending/Pages/FlexibleSpending.aspx</a>
OR	5000	<a href="http://oregon.gov/DAS/PEBB/docs/PDF/Forms/FSA_enrollmentND.pdf">http://oregon.gov/DAS/PEBB/docs/PDF/Forms/FSA_enrollmentND.pdf</a>
PA	8000	<a href="http://www.ohr.psu.edu/BENEFITS/FlexBenefits/forms/Flexdocument2008.pdf">http://www.ohr.psu.edu/BENEFITS/FlexBenefits/forms/Flexdocument2008.pdf</a> ; <a href="http://www.howardcountymd.gov/DOA/DOAPDFs/FSAEnrollmentPacket.pdf">http://www.howardcountymd.gov/DOA/DOAPDFs/FSAEnrollmentPacket.pdf</a>
RI	5000	<a href="http://www.employeebenefits.ri.gov/Documents/2009%20-%202010%20Debit%20Enrollment%20Form%20(STATE)%2010-23-09.pdf">http://www.employeebenefits.ri.gov/Documents/2009%20-%202010%20Debit%20Enrollment%20Form%20(STATE)%2010-23-09.pdf</a>
SC	5000	<a href="http://academicdepartments.musc.edu/vpfa/hrm/benefits/moneyplus.htm">http://academicdepartments.musc.edu/vpfa/hrm/benefits/moneyplus.htm</a>

SD	5000	<a href="https://www.bopweb.com/uploadedFiles/Flex2010(3).pdf">https://www.bopweb.com/uploadedFiles/Flex2010(3).pdf</a>
TN	3600	<a href="http://bf.memphis.edu/hr/benefits/Flexform09.pdf">http://bf.memphis.edu/hr/benefits/Flexform09.pdf</a>
TX	3500	<a href="http://www.ers.state.tx.us/textflex/documents/FB-920.pdf">http://www.ers.state.tx.us/textflex/documents/FB-920.pdf</a>
UT	6000	site blocked: <a href="http://www.pehp.org/UPS_MemApp/do/main">http://www.pehp.org/UPS_MemApp/do/main</a>
VT	5000	<a href="http://humanresources.vermont.gov/benefits/benefit_plans/flexible_spending">http://humanresources.vermont.gov/benefits/benefit_plans/flexible_spending</a>
VA	5000	<a href="http://www.dhrm.virginia.gov/genlbenefits/flex/contributions.html">http://www.dhrm.virginia.gov/genlbenefits/flex/contributions.html</a>
WA	3600	<a href="http://pebb.asiflex.com/enrollment/2009FSA&amp;DCAPEnrollmentForm.pdf">http://pebb.asiflex.com/enrollment/2009FSA&amp;DCAPEnrollmentForm.pdf</a>
WV	3000	<a href="http://www.westvirginia.com/peia/content/SPD%202010%206-30-09.pdf">http://www.westvirginia.com/peia/content/SPD%202010%206-30-09.pdf</a>
WI	7500	<a href="http://etf.wi.gov/publications/era_2010_booklet.pdf">http://etf.wi.gov/publications/era_2010_booklet.pdf</a>
WY	3000	<a href="http://personnel.state.wy.us/EGI/2007FlexPlanBook.pdf">http://personnel.state.wy.us/EGI/2007FlexPlanBook.pdf</a>