This document provides information on enrolling in Flexible Spending Account (FSA) plans in the UCPath system. FSAs allow you to set aside pre-tax dollars from your paycheck to pay for eligible expenses, such as doctor's office visits, prescriptions, and daycare.

Overview

UC's FSAs are administered by WEX and include two account types:

- **Health FSA:** Helps pay for eligible healthcare expenses.
- **Dependent Care FSA:** Helps pay for eligible child or adult dependent care expenses.

The Health FSA and Dependent Care FSA have different rules for using any remaining funds. Review the applicable deadlines carefully and estimate your annual contribution based on the expenses you expect to incur.

Health FSA: You may carry over up to the annual carryover limit. You will forfeit funds above that limit if you do not use them for eligible expenses incurred by the applicable deadline and submit your claims on time.

Dependent Care FSA: Funds do not carry over to the next plan year. However, a grace period may allow you to incur eligible expenses after the plan year ends. You will forfeit any funds you do not use and claim by the applicable deadlines.

Open Enrollment Dates

Start: Thursday, October 29, 2026, at 8 a.m. (PT)

End: Friday, November 20, 2026, at 5 p.m. (PT)

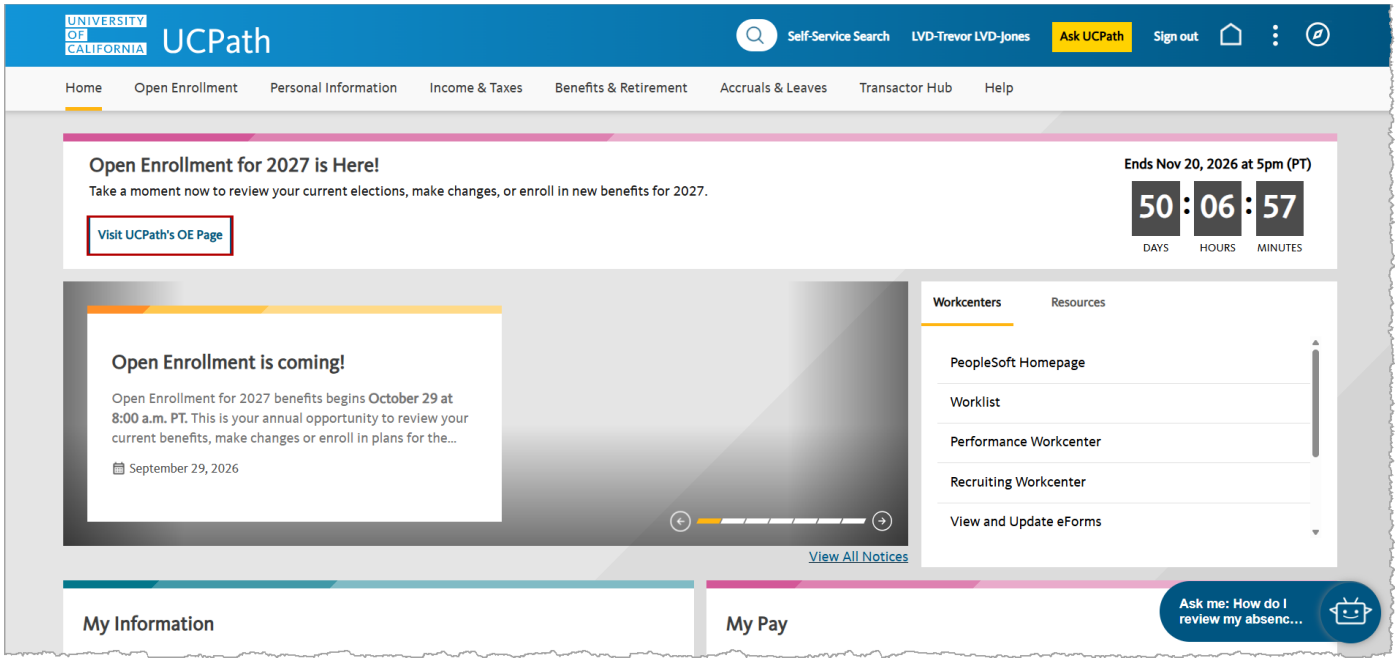
⚠ FSA elections do not carry over automatically each year. You must actively re-enroll during Open Enrollment. You can also make changes outside of open enrollment or if you experience a qualifying life event.

2027 Contribution Limits

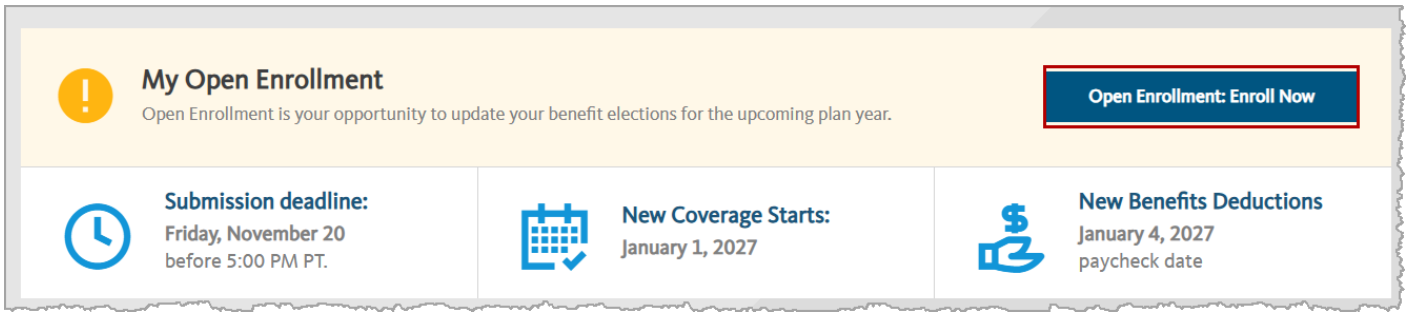
- **Health FSA Contribution Limit:** $3,400
- **Dependent Care FSA Contribution Limit:** $7,500 for non-highly compensated employees
  - $3,200 for Highly-Compensated Employees (HCEs), as defined by the IRS as employees earning $160K or more in income in 2026

Navigation:

On the UCPath Homepage, select the **Visit UCPath's OE Page** button



On the Open Enrollment landing page, select the **Open Enrollment: Enroll Now** button.

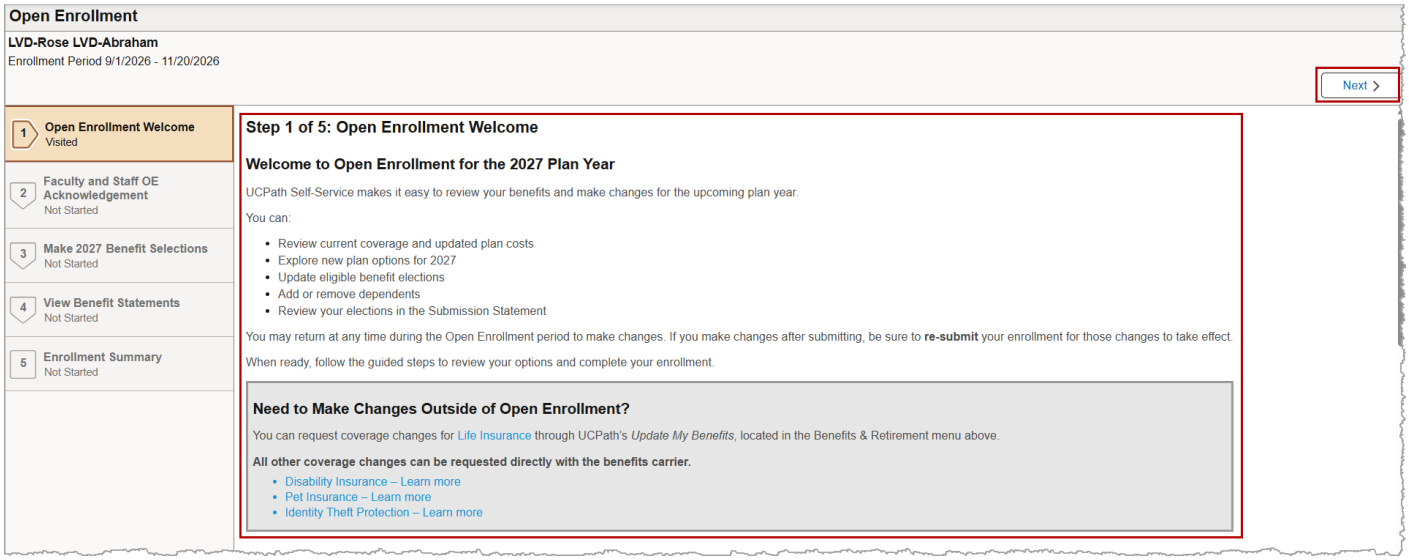


Before you access your benefits information, you must validate your identity by answering one of the security questions set up on your profile.

Step 1: Open Enrollment Welcome

The Open Enrollment Welcome page appears. Take a moment to review the information on this page. Review the information on the **Open Enrollment Welcome** page. This section provides an overview of possible actions you can take during Open Enrollment. As you navigate through the enrollment steps, the status will update to reflect your progress.

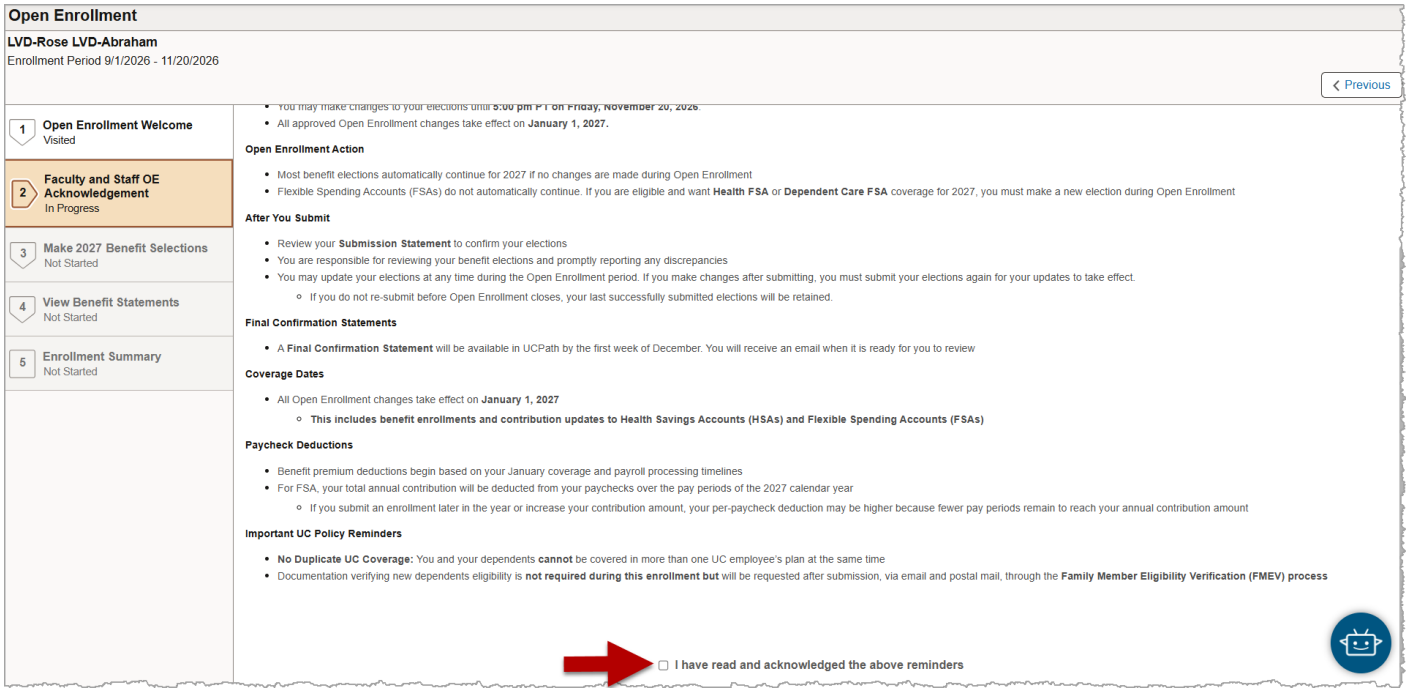
- After reviewing the information, select the **Next** button.



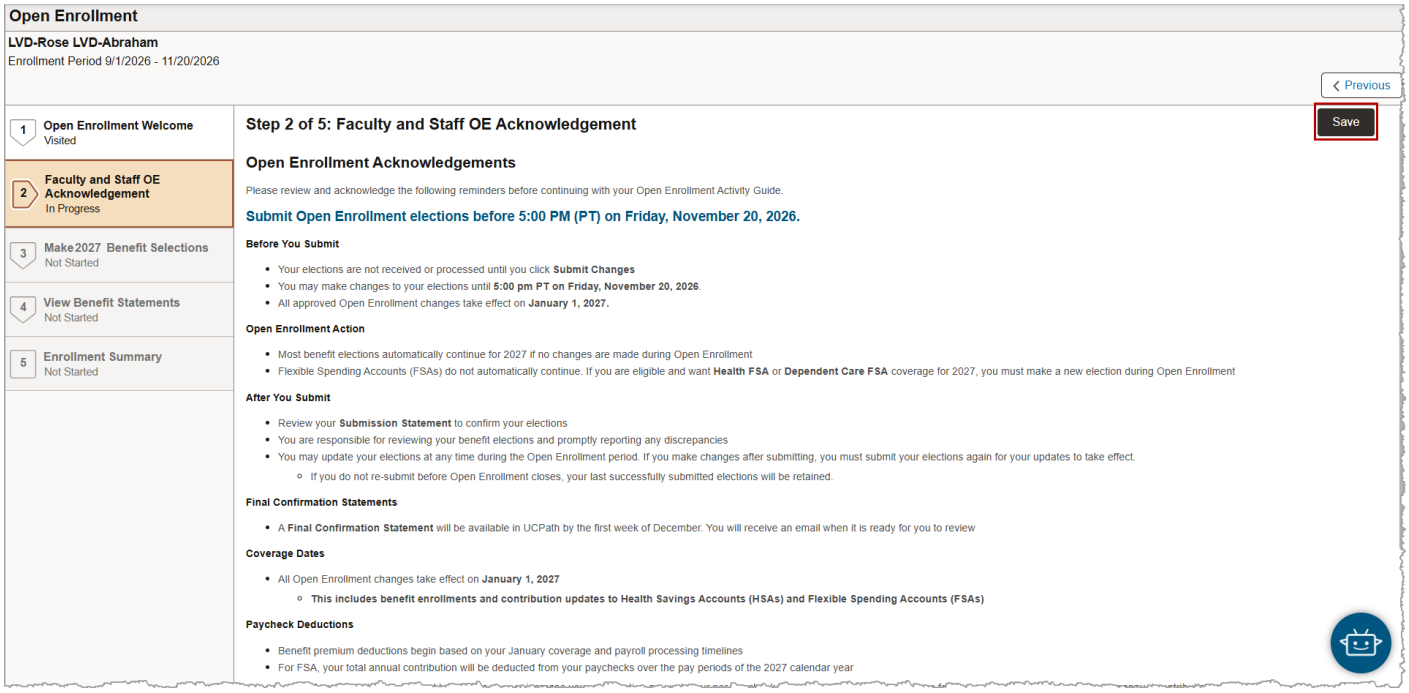
Step 2: Review the Acknowledgements

In the **Acknowledgements** section, carefully review the reminders provided.

- Select the **I have read and acknowledged the above reminders** check box



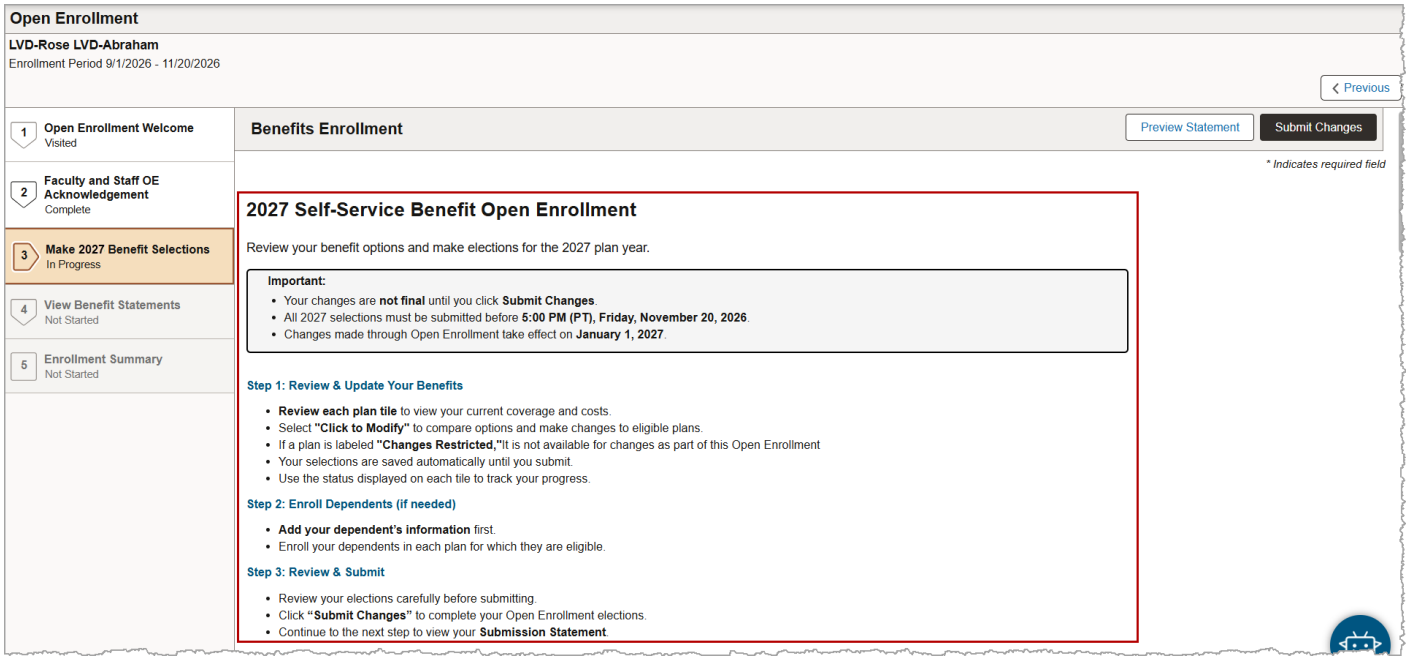
- Select the **Save** button.



- Once you see the confirmation banner, select the **Next** button.

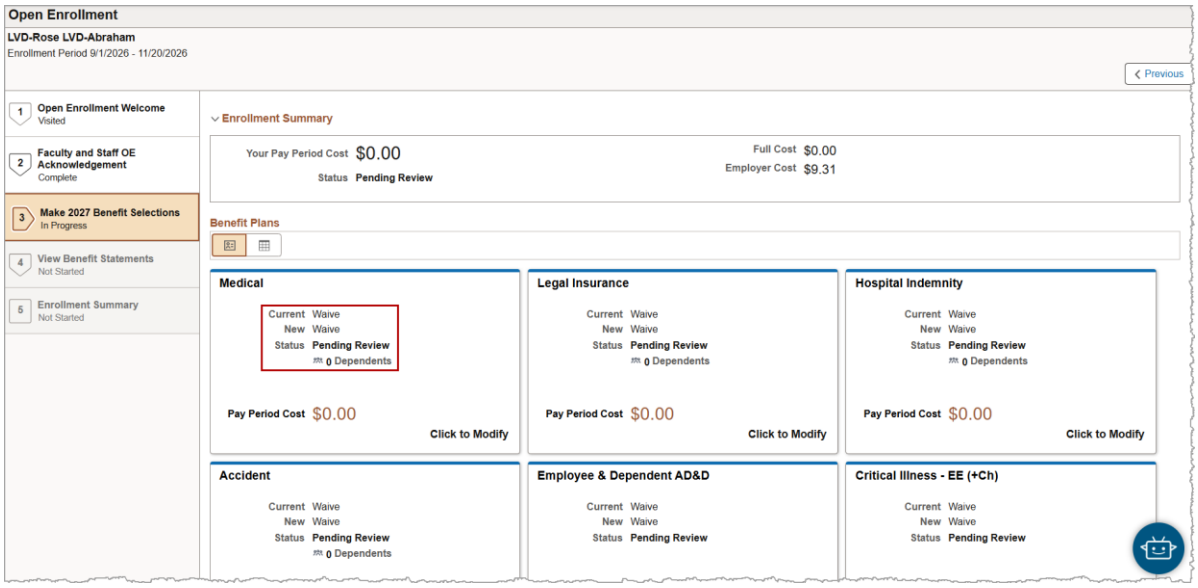
Step 3: Make 2027 Benefit Selections

- The **Benefits Enrollment** page appears with key enrollment instructions. Take a moment to review this information. When you are finished, scroll down.



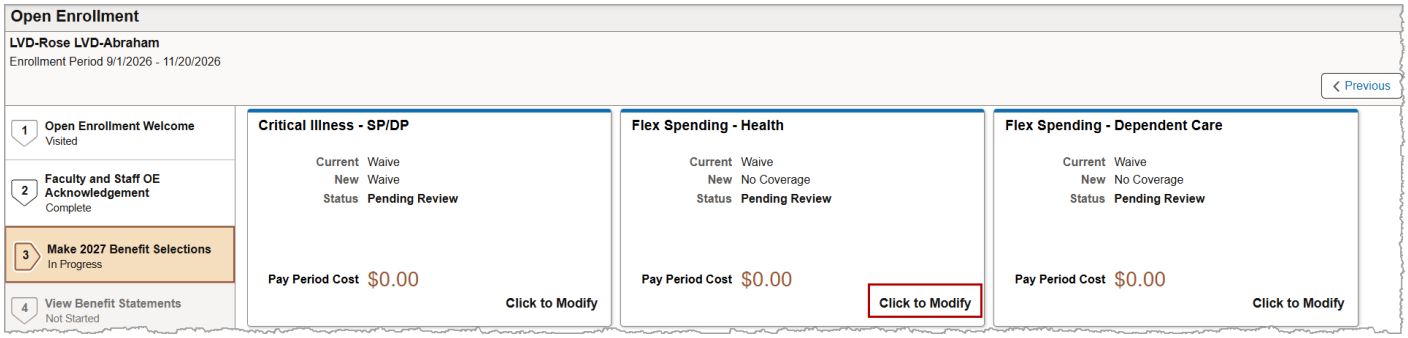
The **Benefit Plans** section displays the benefit plans for which you are eligible. You can view your benefit plans either as tiles or in a list. Use the **List View** button to switch to the list.

When you first enter the **Benefits Enrollment** page, your plan **Status** displays as **Pending Review**. The status will update as you complete your elections.



When you are ready to make your FSA elections, locate the appropriate tile (Health FSA or Dependent Care FSA).

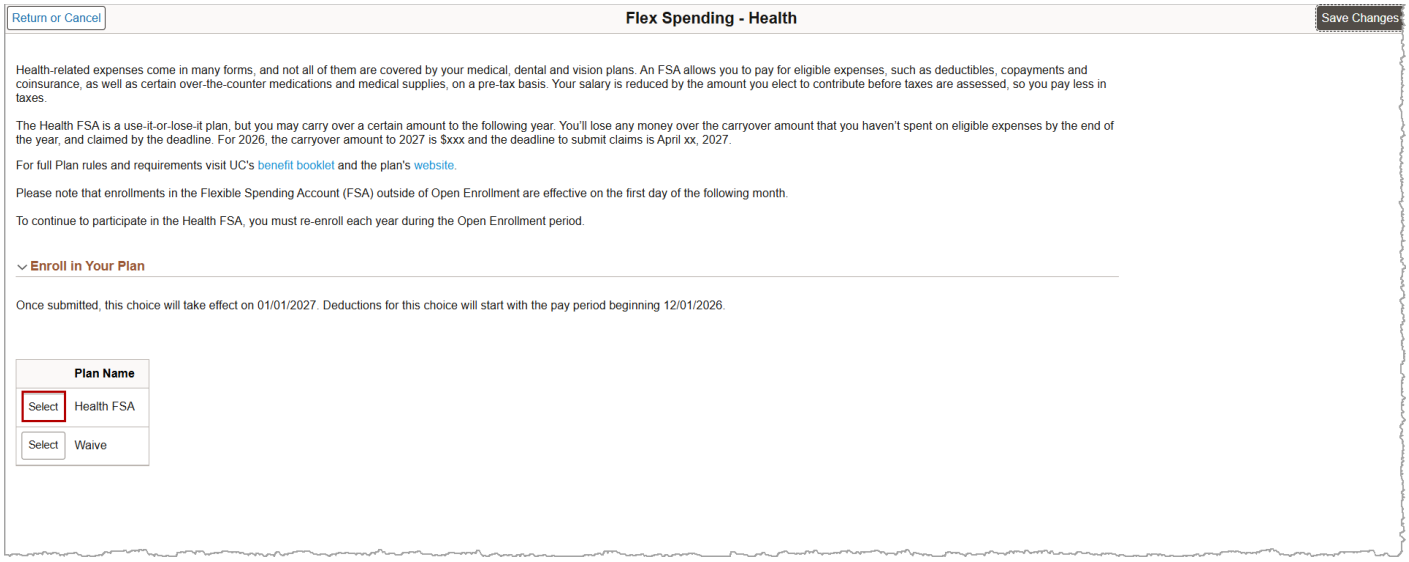
- Select the **Click to Modify** button to access the plan.



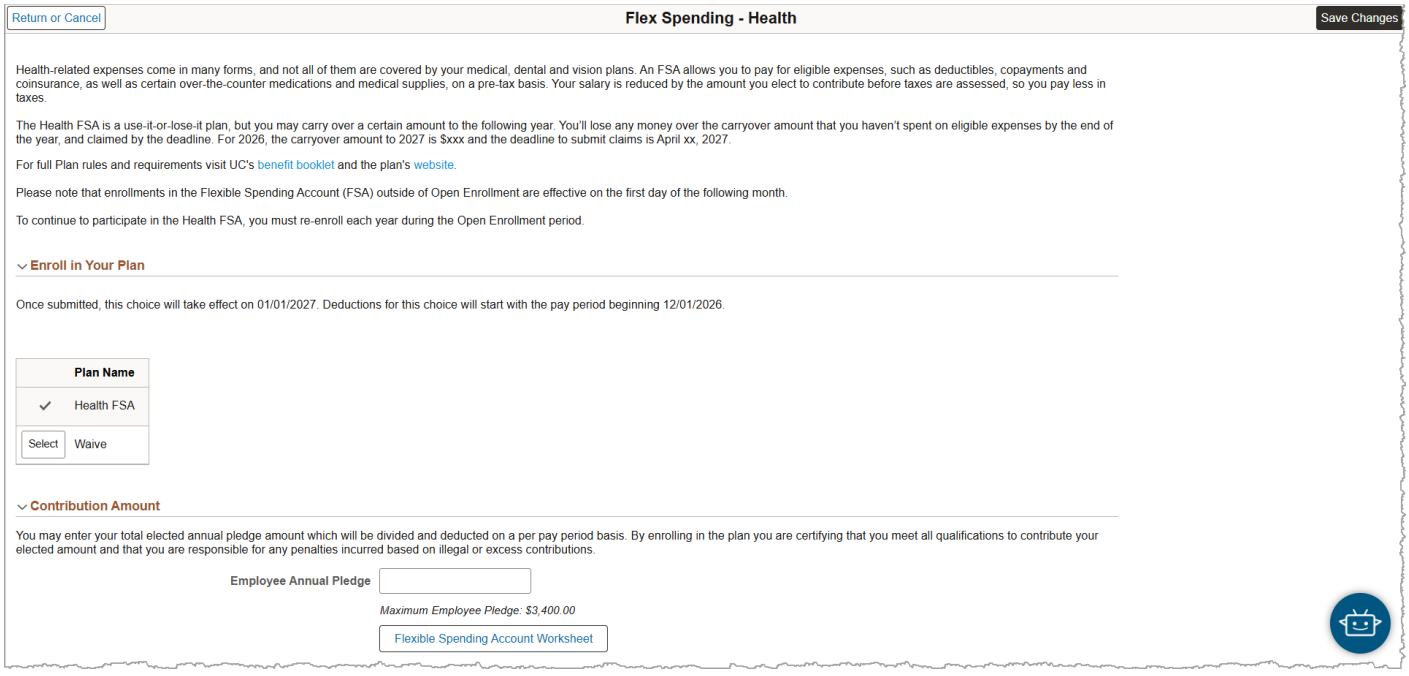
> **Note:** Be sure to select the correct FSA plan. **Flex Spending – Health** and **Flex Spending – Dependent Care** are two separate options.

Use the **Plan** page to elect your plan and enter your annual pledge. For additional plan details, select the **Resources** link in the upper right corner of the page.

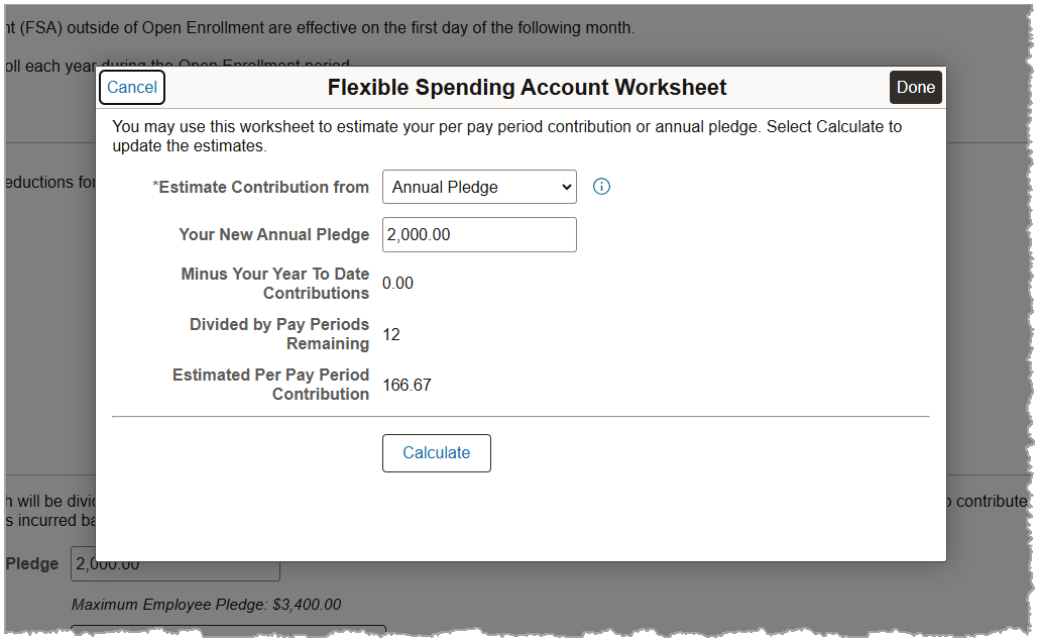
Select the checkbox next to the **Plan Name** to enroll in the plan. Select **Waive** if you do not want coverage.



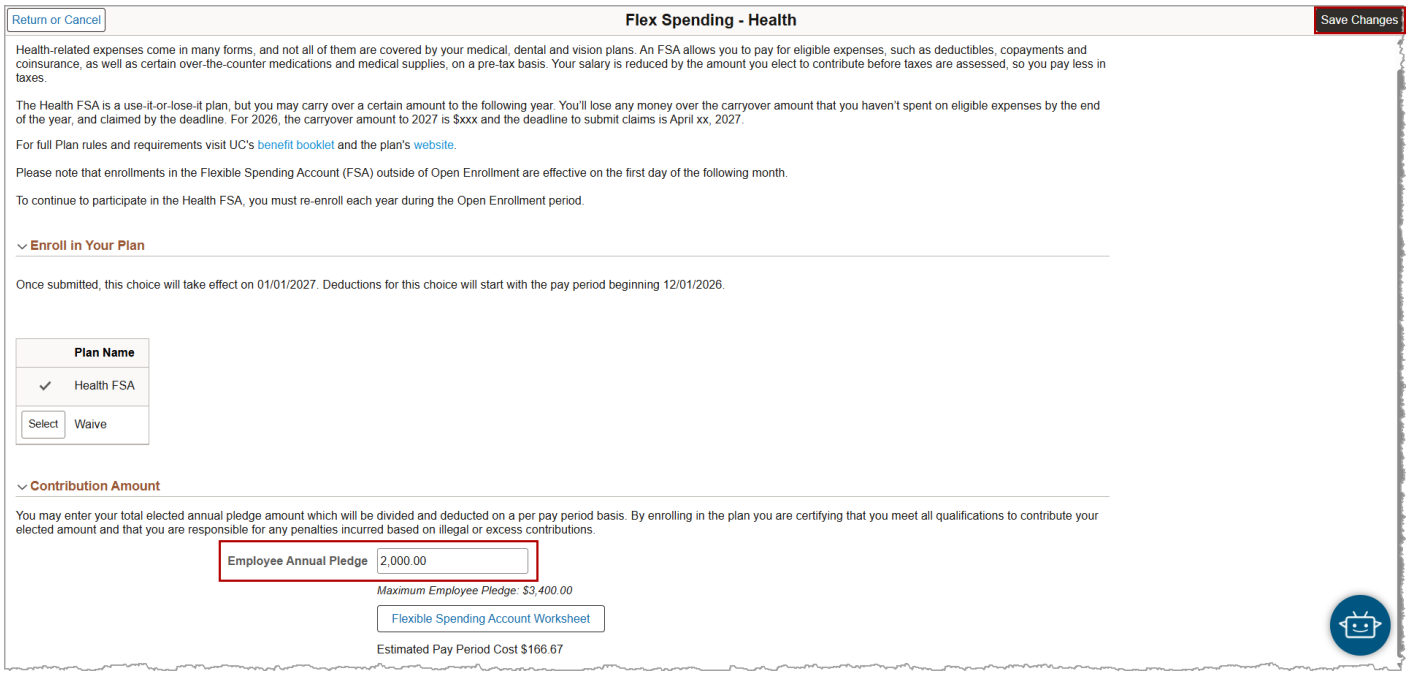
The **Contribution Amount** section displays.



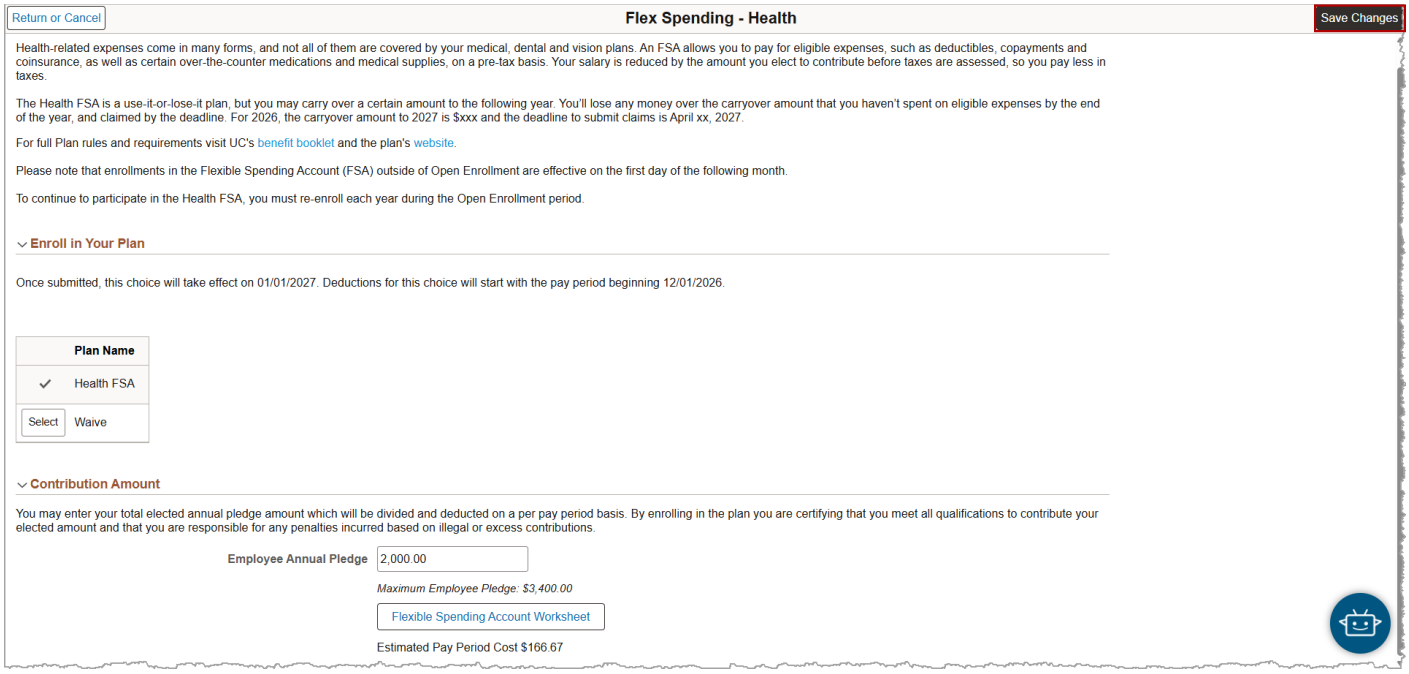
You have the option to use the **Flexible Spending Account Worksheet** to estimate your per pay period .



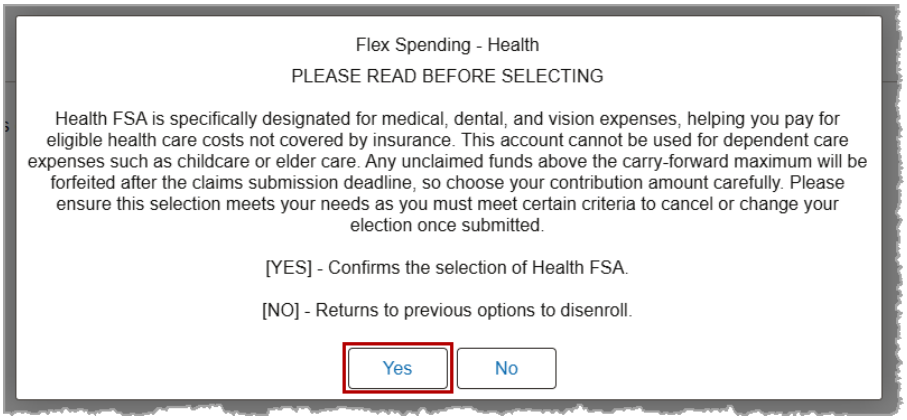
- Enter your FSA election amount in the **Employee Annual Pledge** field.



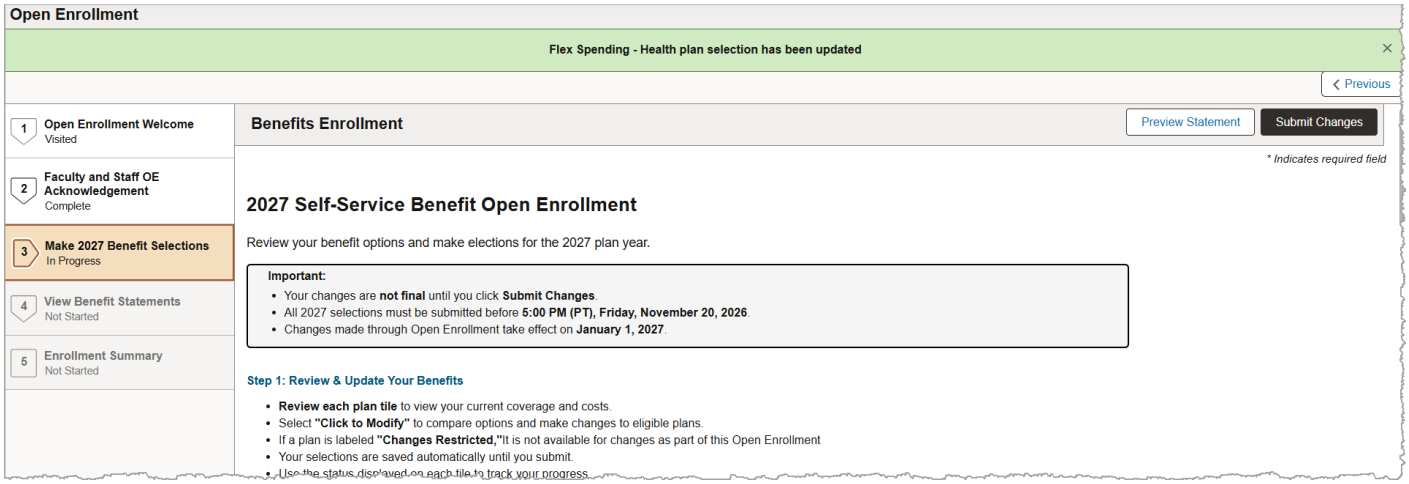
- To submit your election, select the **Save Changes** button



- When the confirmation message appears, select the **Yes** button.



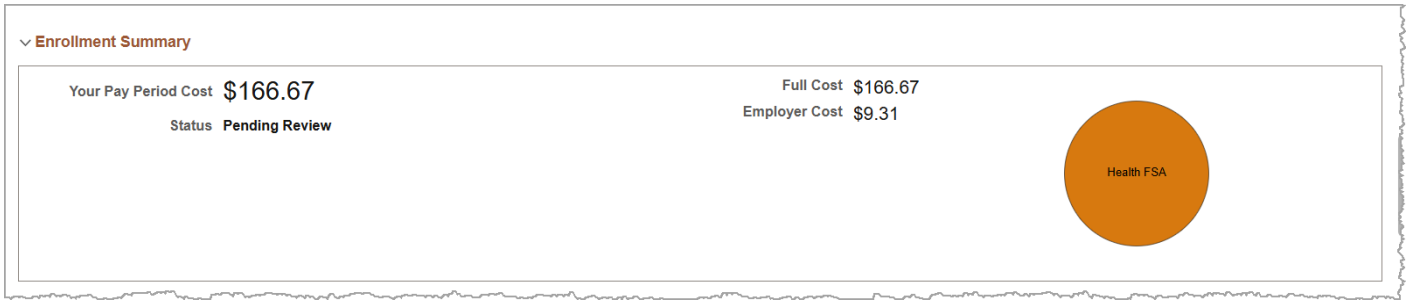
When you finish your changes, UCPath displays a banner at the top of the page that reads **Flex Spending Health plan selection has been updated**.



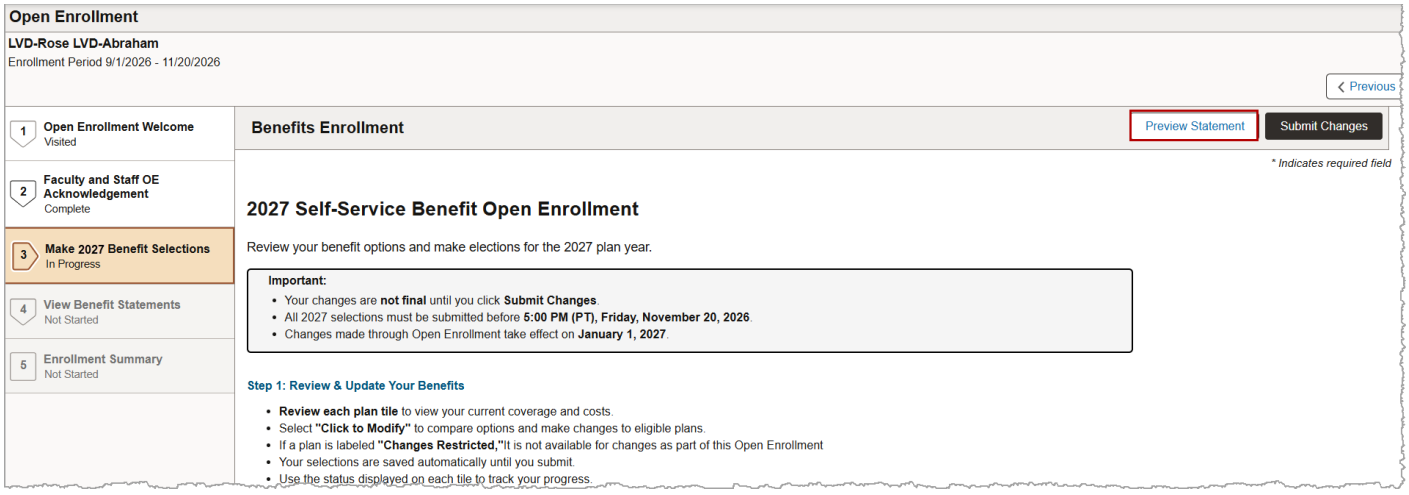
Note: The plan tile **Status** updates to **Changed**.



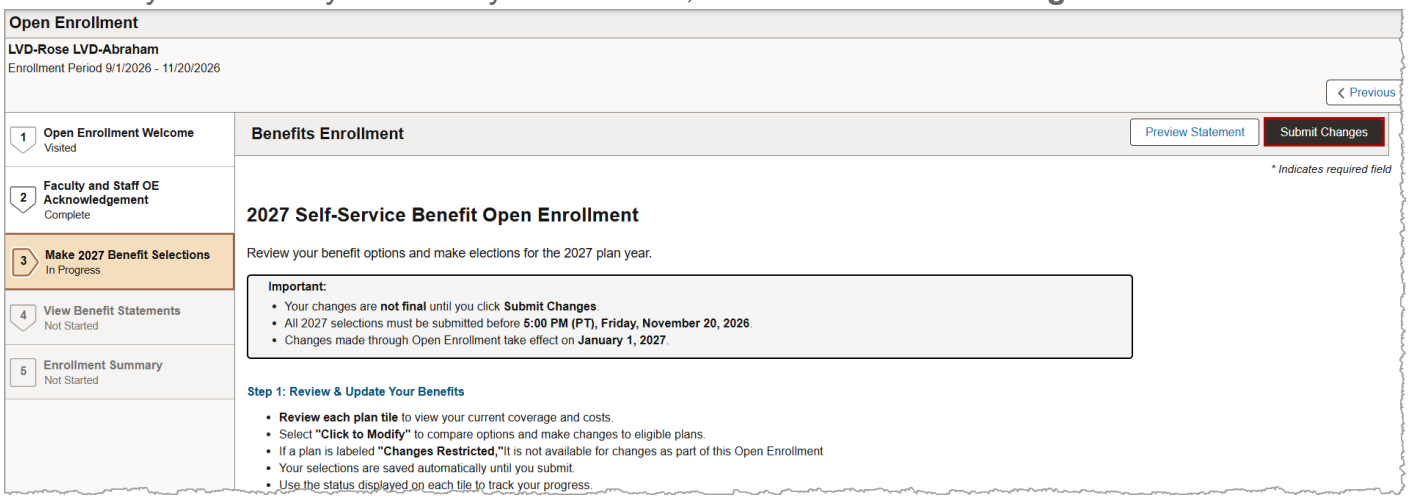
- Complete these steps if you want to enroll in another Flexible Spending Account plan.
- When you have completed your enrollments, review the **Enrollment Summary** to see your pay period cost.



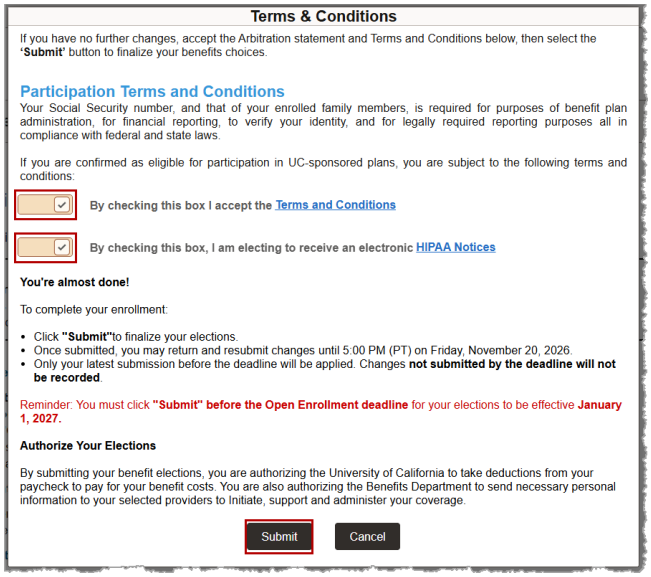
Scroll back to the top of the **Benefits Enrollment** page. You can preview your statement by selecting the **Preview Statement** button.



- When you are ready to submit your elections, select the **Submit Changes** button.

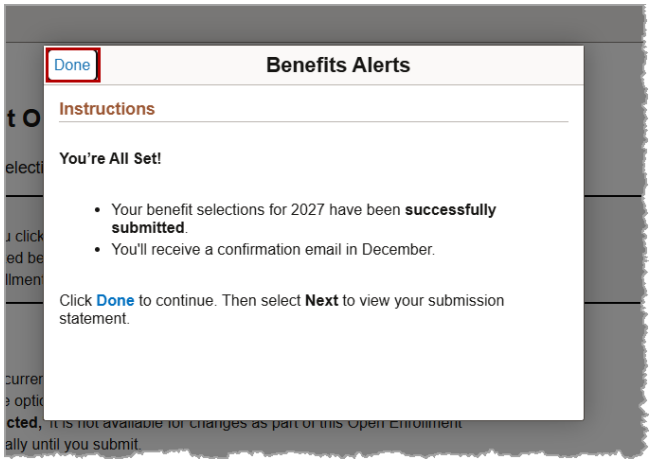


- Select the check boxes to accept the **Arbitration Terms** and the **Terms and Conditions**. Select the **Submit** button.

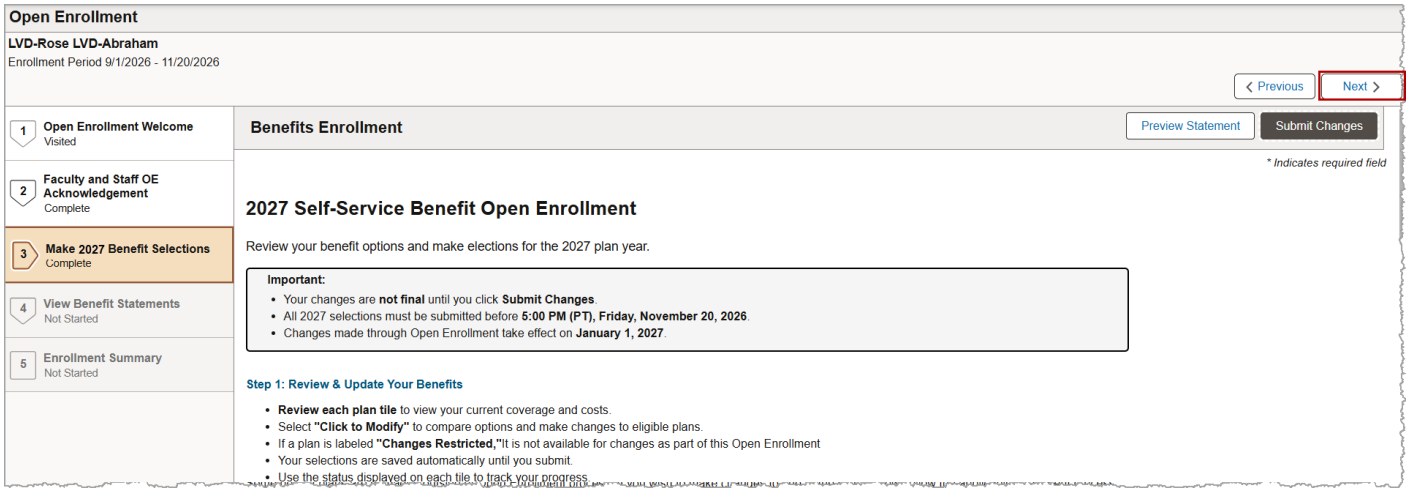


⚠ Your enrollment is not final until you submit your elections. All elections must be submitted by Friday, November 20, 2026, at 5 p.m. (PT).

- When the **Benefits Alerts** message appears, select the **Done** button.



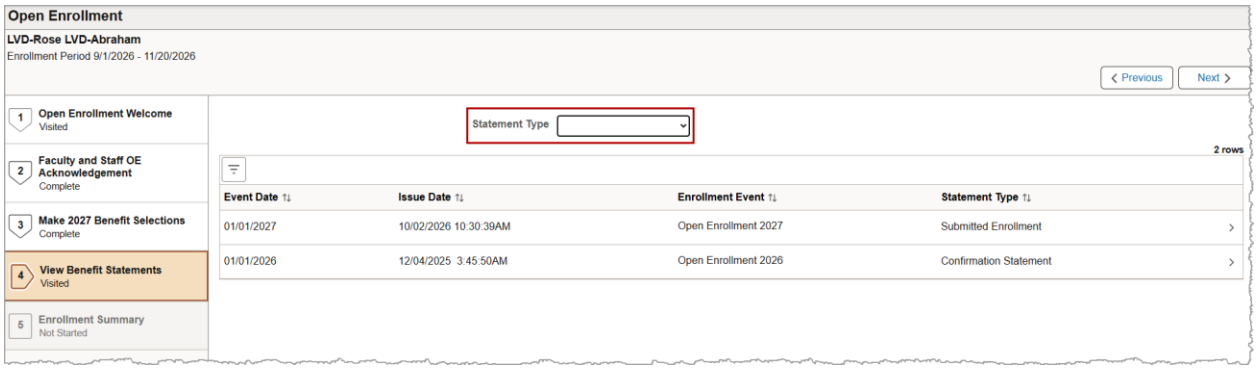
- Select the **Next** button.



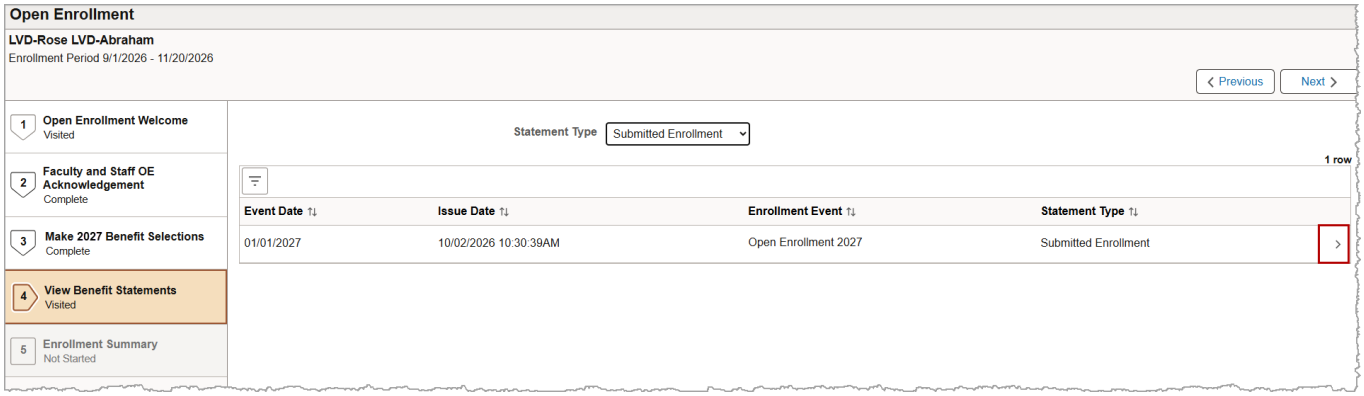
Step 4: View Benefits Statements

You can view your Submitted Enrollment statement on the **View Benefits Statements** page. **Note:** Previous years' enrollment statements are also visible on this page.

- Select the **Statement Type** drop down menu to filter for the statement you want to view.

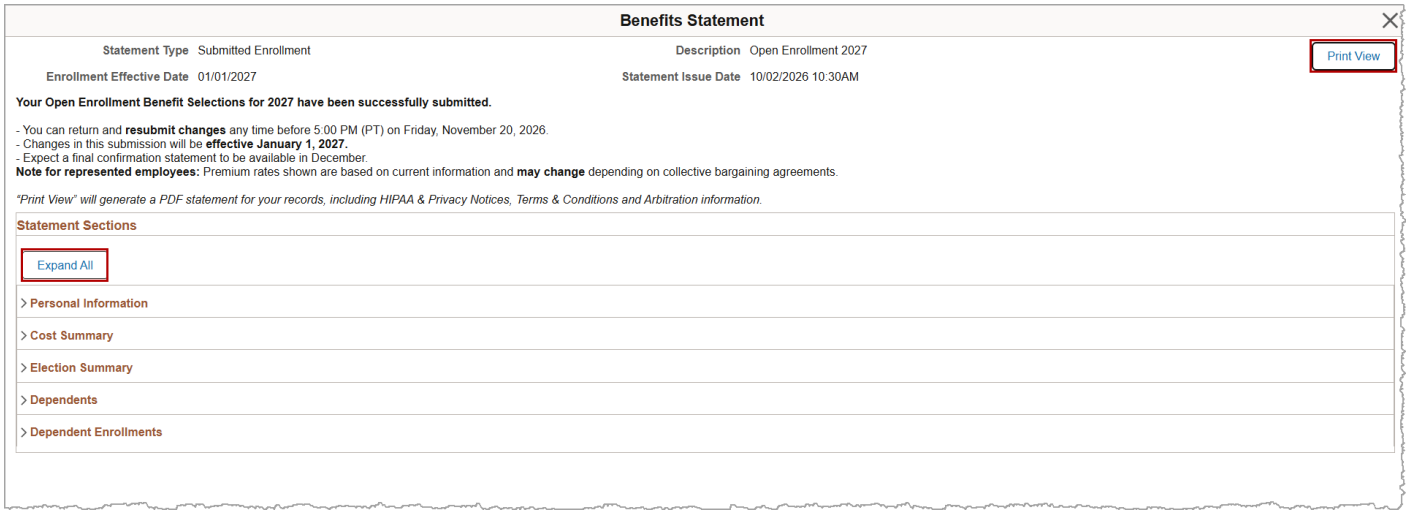


- Select the right-facing **Statements** arrow to open your statement.



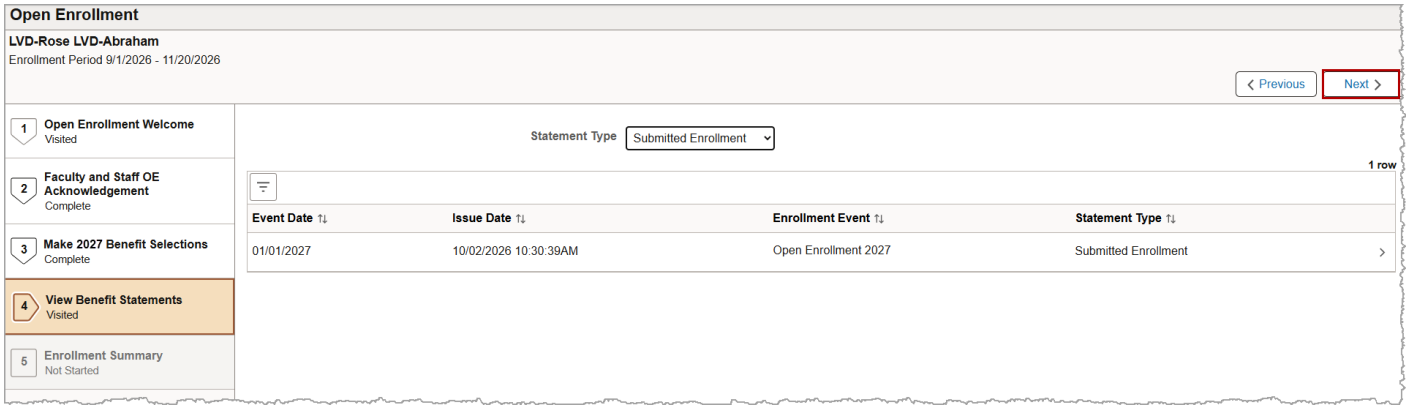
The **Submitted Enrollment Statement** page displays a summary of your benefit selections, pay period costs, and dependent information.

- Select the **Expand All** button to view the details of this statement. To generate a PDF copy, select the **Print View** button.



Note: If any information is incorrect or additional changes are needed, you can make updates every day until 5 p.m. (PT) on November 20.

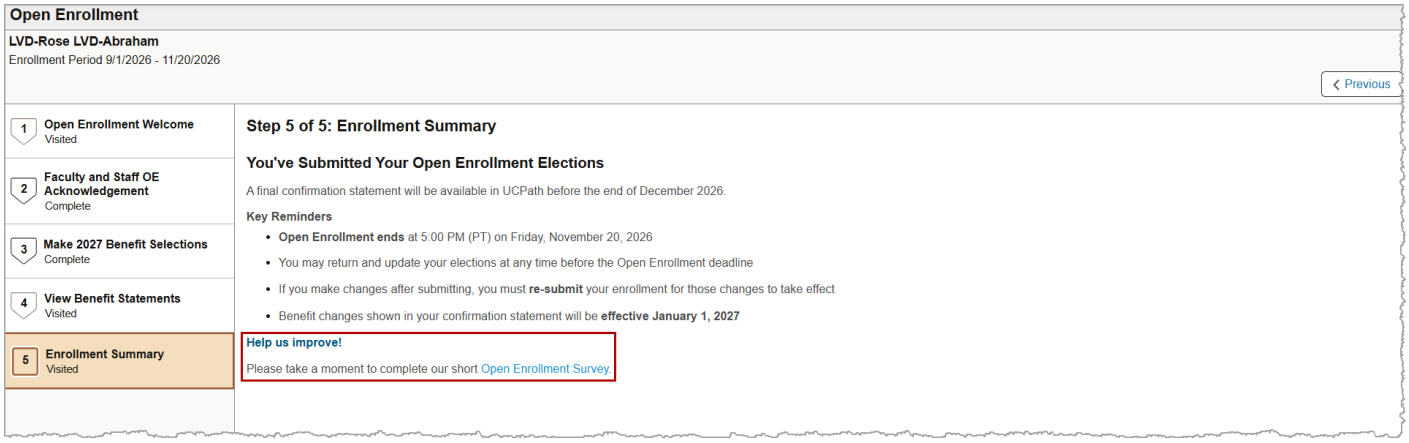
- Select the **Close** button to return to your Open Enrollment event.
- Select the **Next** button to proceed.



Step 5: Enrollment Summary

- You have submitted your 2027 Open Enrollment selections. UCPath will generate a final confirmation statement by the end of December 2026. Review the key reminders on this page.

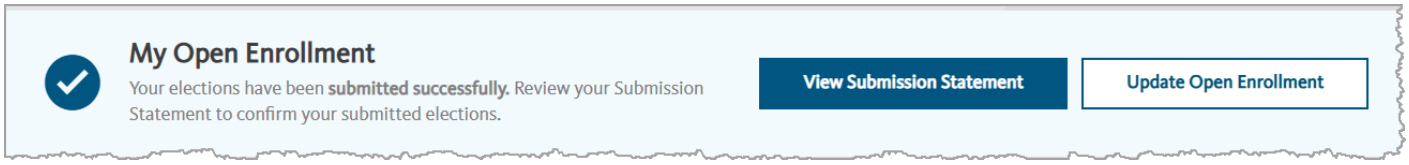
- If you would like to provide feedback, select the **Help us improve! link** to complete a short survey on your Open Enrollment experience.



Resubmitting Your Enrollments

You can make changes to your elections multiple times per day throughout the Open Enrollment period.

- Navigate to the **My Open Enrollment** section on the Open Enrollment landing page. You have the option to view your Submission Statement or update your Open Enrollment.
- To continue with changes, select the **Update Open Enrollment** button.



A message appears advising you that you have already submitted your elections.

- If you want to submit additional changes, select the **Proceed to Make Changes** button.
- If you want to review your previously submitted changes, select the **View Submission Statement** button.

