

FIU Human Resources

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Phone: (305) 348-2181 • Email: benefits@fiu.edu • Website: hr.fiu.edu/benefits

Benefits Updates | December 4, 2023

Flexible Spending Accounts (FSA) Contribution changes for Plan Year 2024

The Internal Revenue Service (IRS) has recently announced significant changes affecting Flexible Spending Accounts (FSA) contributions for the upcoming plan year, 2024. These adjustments, outlined in IRS Revenue Procedure 2023-34 issued on Nov. 11, 2023, introduce new annual contribution limits that will be applicable from Jan. 1 to Dec. 31, 2024. For the 2024 plan year, the maximum contribution amount for healthcare and limited-purpose flexible spending accounts (FSA) has been raised to $3,200, reflecting an increase of $150. Moreover, the carryover maximum for Plan Year 2024 into Plan Year 2025 is increased to $640.

Employees that wish **to increase** their FSA contributions for 2024 may do so by contacting the **People First Service Center at 1-866-663-4735** by **Friday Dec. 15, 2023**, to make the request.

Address Review & Emergency Contact Reminder

Ensure you receive updates on your State-Sponsored Benefits by maintaining accurate contact information in Panther Soft. Review and update your mailing address, email, and phone numbers. If your address has changed, promptly update it in Panther Soft.
In addition, you are encouraged to review and keep your **emergency contact** details current in Panther Soft. It is important to provide an emergency contact and keep this information up to date in the PantherSoft Employee-Self Service System.

To update your **Emergency Contact** in the Panther Soft Human Resources System, follow these steps:

- Access **MyFIU** Employee Portal
- Log in using your MyAccounts credentials (Two- Factor Authentication)
- Select ***Human Resources Self Service > Personal Details > Emergency Contacts***
- Add/Edit your information and click on “Save.”

Gabor (non-State) Disability Insurance | Special Enrollment Period ends December 8, 2023

The Group Long-Term Disability Insurance special open enrollment concludes on **Friday, December 8, 2023**. Explore plan details at https://www.gaborfs.com/fiuoe-ltd. For assistance, reach out to the **Gabor Financial Solutions** team directly: FIU Open Enrollment | Disability Ins. 2023.

Pet of the Month | Winner Announcement

Thank you for joining the Pet of the Month Contest sponsored by SPOT Pet Insurance. Two winners have been selected! Congrats to the furry champions! Pup parents, reach out to benefits@fiu.edu for pickup details by **December 15, 2023.**

Wellness Bite Webinar | Zen Room: Let’s Reflect on This Past Year

Sign up for our Wellness Bite webinar on **December 6, 2023, at 12:00 pm**. Led by Baptist Health expert Beth Ruhmann, CTRS, the session will feature a guided breathwork practice emphasizing mindfulness and grounding. Stay tuned for more events!

Questions? Contact Benefits Administration at benefits@fiu.edu.