

# FSA COBRA Eligibility Handout — Employers

## DETERMINING FSA COBRA ELIGIBILITY

COBRA eligibility for Health FSA plans is determined by the cash balance available in the Health FSA at the time of the COBRA qualifying event. Reviewing each participant's Health FSA balance in your online account can determine if the Health FSA plan should be offered through COBRA after a participant experiences a qualifying event. The following steps will walk through the process of checking the funds in a participant's Health FSA.

This means that to determine if a participant is eligible to continue their Health FSA through COBRA, you'll first need to determine if they have funds remaining in their Health FSA at the time of a COBRA qualifying event by following the steps below.

**Step 1:** From your online account, select the employee in question from the Employees drop-down menu. Once that employee's account is displayed, click "Balances."

**Step 2:** Under that employee's "Active Accounts" section, locate their Health FSA.

**Step 3:** By looking at the Cash Balance column, you can determine if the participant has remaining funds in the FSA. If the participant has a negative cash balance in the FSA, the participant has more paid or pending claims than they have contributed and the Health FSA does not need to be offered under COBRA. If the participant has a positive cash balance, they have contributed more than their paid/pending claims and will be eligible for the FSA under COBRA.

### Calculating COBRA Premiums

Monthly COBRA premiums for the Health FSA are typically calculated using the following formula:

$$\frac{(\text{Total Annual Election Amount}) - (\text{Total Amount Contributed through Payroll Deductions to Date})}{\text{Number of Remaining Months in FSA Plan Year}}$$

**Note:** This calculation does not include the 2% admin fee for COBRA.

**Example:** An active employee enrolls in the Health FSA and elects \$1,000 for the year, then contributes \$350 to the account via payroll deductions before experiencing a COBRA qualifying event. He then elects the Health FSA through COBRA and contributes the remaining \$650 through his monthly COBRA premiums. Only the first \$350 will be contributed on a pre-tax basis.

The screenshot displays a web interface for an employee's Health FSA account. The top navigation bar includes 'Summary', 'Balances', 'Claims + Payments', 'Enrollments', 'Contributions', and 'Advance'. The main section is titled 'Active Accounts' and shows details for 'Health FSA 01/01/2024-12/31/2024' (Jan 1, 2024 - Dec 31, 2024). The available balance is \$2,510.00 and the eligible amount is \$2,510.00. The plan year balance is \$800.00. The cash balance is \$2,510.00. A 'CLAIM SUMMARY' table shows submitted claims of \$7.00, with \$0.00 pending and \$700.00 paid. There are \$0.00 in denied and refunded claims. Buttons for 'View enrollments' and 'View all claims' are visible at the bottom right.

Available balance	Eligible Amount	Plan year balance
\$2,510.00	\$2,510.00	\$800.00

  

CLAIM SUMMARY		
Submitted claims	Pending	Paid
\$7.00	\$0.00	\$700.00
Denied	Refunded	
\$0.00	\$0.00	