Make Your Money Go Further in 2027

Open enrollment
Nov 2–20
You must re-enroll EVERY year

What is an FSA?

A flexible spending account lets you set aside money from your paycheck **before taxes**, then use it for eligible health care and dependent care expenses.

1. **Choose an amount** Nov 2–20
2. **Set it aside pre-tax** across 2027 paychecks
3. **Spend it** Jan 1 – Dec 31, 2027

Two kinds of FSAs: choose one or both

Health care FSA

Up to $3,400*

Use it for:

- Deductibles and co-pays
- Prescriptions, including your share of GLP-1 costs
- Dental and vision care, like glasses and contacts

Dependent care FSA

Up to $7,500

Use it for:

- Daycare and preschool
- Before- and after-school care for children under 13
- Summer day camps and adult day care

Re-enroll every year. FSAs don't carry over. If you have one today, you must re-enroll to keep one in 2027.

Plan carefully. Up to $680 of unused health care FSA funds rolls over to the next year; the rest is lost.

* Pending the IRS's 2027 limit announcement.

Also during open enrollment: review your life insurance

Life insurance rates are going down, but because your basic life coverage is doubling to $10,000, your share will rise from $2.00 to $3.83 a month. No action is needed during open enrollment except to cancel, but please review your beneficiaries.

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Key dates, how to enroll, and health plan changes that could affect your choices on the back →

Plan Ahead for 2027

Two changes to City health plans start **April 1, 2027**. You won't choose your health plan until February, but both may affect how much you set aside in an FSA this fall.

A new, lower-cost plan option with a deductible

Lower premiums in exchange for a **$400 (individual) or $800 (family)** deductible. Our current plans aren't going away.

FSA tip: what you pay before meeting the deductible is an eligible health care FSA expense.

GLP-1s for weight loss move to a direct-buy program

No longer covered by City health plans. The City will pay **up to $250 a month**; your share: $0–$199. GLP-1s for diabetes aren't affected.

FSA tip: at $99–$199 a month, your share adds up to about $900–$1,800 from April to December.

Enrolling in an FSA is easy: follow these four steps

1. **Get started:** visit cambridgema.gov/openenrollment starting Nov 2.
2. **Access the portal:** select the Flexible Spending Enrollment Portal.
3. **Make your choices:** pick your health care and/or dependent care FSA.
4. **You're almost done:** review and submit by November 20.

Key dates

MON	TUE	MON	WED	THU	FRI
Nov 2	**Nov 3**	**Nov 9**	**Nov 11**	**Nov 12**	**Nov 20**
Open enrollment begins	Virtual info session, 1:30 pm	Virtual info session, 4:30 pm	Drop-in virtual Q&A, 1:30–3:30 pm	In-person session, 10 am, City Hall	Last day to enroll

Virtual sessions: check your email for login details. In-person session: City Hall, 2nd Floor, Sullivan Chamber.

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Questions? We're here to help!

City employees: benefits@cambridgema.gov | 617.349.1770

CPS employees: benefits@cpsd.us | 617.349.6440

Learn more and enroll: cambridgema.gov/openenrollment