October 21, 2025

Acrisure's Employer Compliance Updates, 10/21/25

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

Sponsored Content

And just like that, we've reached the end of October. With only two months remaining in 2025, holiday decorations are beginning to appear on store shelves, and we're actively preparing our teams for the opportunities and challenges that lie ahead in 2026.

In Case You Missed It

The IRS has released Rev. Proc. 25-32(opens in a new tab), which outlines the annual inflation-adjusted figures for various tax provisions applicable to taxable years beginning January 1, 2026.

Key Updates for 2026:

- **Health Flexible Spending Arrangement (FSA)**
  The dollar limit on employee salary reduction contributions will increase to **$3,400** (up from $3,300 in 2025).

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

For health FSAs with a carryover provision, the maximum carryover amount will rise to **$680** (up from $660 in 2025).

- **Dependent Care FSA**
  The annual limit increases to **$7,500** (up from $5,000), reflecting changes enacted under the previously passed One Big Beautiful Bill.

- **Qualified Transportation Benefits**
  The monthly limit for both qualified transportation fringe benefits and qualified parking will increase from $325 to **$340**.

As we are currently in the peak of renewal season, it is recommend to work closely with your Account Manager to ensure your health plan is aligned with the updated limits and regulatory guidance.

Compliance Reminders

Remember This Year's Gag Clause Attestation

Although there is still time to prepare, the deadline will arrive sooner than expected. **Gag Clause Attestations**(opens in a new tab) **are due December 31, 2025**.

As a reminder, the Gag Clause Attestation is designed to promote transparency between health plans and insurance carriers. This annual compliance requirement **confirms that provider contracts do not contain clauses that restrict the disclosure of pricing or quality information**, thereby supporting informed decision-making for plan participants.

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

Employers and plan sponsors are required to submit this attestation annually to ensure compliance with the transparency standards. If you are uncertain about the attestation process or whether your carrier will submit on your behalf, please contact your account manager for guidance.

Upcoming HIPAA Privacy Notice Changes Due February 16, 2026

Upcoming changes to HIPAA regulations require covered entities and health plan sponsors to **update their Notice of Privacy Practices (NPP)**(opens in a new tab) **to reflect new protections for substance use disorder (SUD) records**. Although the reproductive health care provisions were vacated by a federal court decision in June 2025, the specific requirements related to SUD remain in effect.

These updates must clearly describe how SUD information may be used and disclosed, reinforcing privacy safeguards for individuals.

As with other government-required notices, a standardized form will be provided for use. Best practice is to **use the supplied form to ensure all compliance elements are met**. It is also recommended that the form be **carefully reviewed** to confirm that it is both clear and fully understood by the health plan administrator.

All required updates must be implemented no later than February 16, 2026.

THANK YOU!!

A sincere thank you to everyone who stopped by the Acrisure booth at Town Fair! It was wonderful to connect with so many of you – and a great reminder of why we love

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

what we do. We truly appreciate your continued partnership and collaboration.

If you'd like to share your experience, we would love to highlight your story as part of our valued partnership with VLCT. You can send your testimonial to Sally McKenzie at smkenzie@crisure.com.(opens in a new tab)

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026