



Memorandum

TO: ALL PARTICIPANTS
IN THE CITY'S FLEXIBLE
SPENDING ACCOUNT PLAN

FROM: Human Resources

**SUBJECT: FLEXIBLE SPENDING
ACCOUNT PLAN CHANGE**

DATE: May 21, 2020

By law, we are required to inform you of any changes that are made to the Plan.

The purpose of this memo is to let you know that the Plan's definition of what constitutes a reimbursable medical expense has been updated to reflect certain provisions of the recently enacted Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act").

The cost of over-the-counter medicines and medical supplies that you purchase on or after January 1, 2020 will be eligible for reimbursement. Until now, a prescription was required for these items to qualify.

In addition, amounts paid for feminine care products such as tampons, pads, liners, cups and sponges relating to menstruation now are reimbursable.

For questions please contact Human Resources at (408) 535-1285 or HRBenefits@sanjoseca.gov