

RELIEF PROVISIONS FOR FLEXIBLE SPENDING ACCOUNTS

IMPORTANT CHANGES TO FLEXIBLE SPENDING ACCOUNTS

- **Extended Grace Period** for 2020 elections from March 15, 2021 to December 31, 2021
- **Mid-Year Election Changes allowed** through December 31, 2021
- **Increase Dependent Care FSA eligibility age**

SEE DETAILS BELOW REGARDING THE RELIEF PROVISIONS APPLIED TO THE CITY'S PLANS

Extended Grace Period

Mid-Year Elections

Dependent Care Eligibility Age

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| <ul style="list-style-type: none">◆ Prior rules required you to incur qualified expenses by March 15, 2021 and submit all claims by June 15, 2021.◆ New provision allows you to <u>use your 2020 account balance for claims incurred through December 31, 2021</u> and submit claims through March 15, 2022.◆ If you elected FSA for 2021, your debit card purchases and claims will use any remaining 2020 funds prior to the use of 2021 balance.◆ If you have a 2020 balance and did not elect 2021 FSA, you will see the monthly account fee of \$3.25 deducted the 1st paycheck of each month until your 2020 balance is depleted. | <ul style="list-style-type: none">◆ Prior rules limited mid-year changes to qualifying life events such as marriage, birth, etc.◆ New provision <u>allows election changes and new enrollments for the 2021 plan year without a qualifying life event.</u>◆ Changes are limited to prospective only. Any new election amount must be equal to or greater than the amount already contributed to the plan and/or the amount already reimbursed.◆ To request a change or new enrollment for the 2021 plan year, complete and return the <u>FSA enrollment form</u> and return to HRBenefits@sanjoseca.gov. | <ul style="list-style-type: none">◆ Prior rules limited the use of Dependent Care FSA funds for children up to their 13th birthday.◆ New provision <u>allows employees to use the Dependent care funds for children up to their 14th birthday.</u>◆ Applies to both 2020 and 2021 plan elections. |
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Log onto www.padmin.com To check your balance, review list eligible expenses, and manage your account. You can also download the app from the Apple Store or Google Play, just search for "P&A Group".

Need Help? Please e-mail HRBenefits@sanjoseca.gov for additional information.