

**BENEFITS FAIR**  
Concord Town  
House, 2<sup>nd</sup> Floor,  
THURS., APRIL 4<sup>th</sup>  
11am-2pm

# Flexible Spending Benefits

## Open Enrollment is NOW!

▶ **SAVE \$\$** on Eligible Health & Dependent Care Expenses ◀

*Town of Concord*

### *One of the Few Gifts the IRS Gives!*

Discover the benefit that **SAVES YOU MONEY**. This perk allows you to set aside a portion of your pay—**BEFORE TAXES**—to cover out-of-pocket expenses in these categories:

- ◆ **HEALTH CARE FSA.\*** Includes co-pays (medical & prescription), deductible expenses, non-cosmetic dental work, orthodontics, prescription eyeglasses, contact lenses, laser eye surgery, alternative health therapies (e.g. acupuncture), mental health services, and **MORE!** **Max. Annual Election: \$2,700.**
- ◆ **LIMITED PURPOSE HEALTH FSA for Health Savings Account (HSA) members.** Non-cosmetic dental & vision expenses only. **Max. Annual Election: \$2,700.**
- ◆ **DEPENDENT CARE.\*\*** For children under 13 and dependents with special needs. Eligible expenses include: day care, preschool, before & after school care, summer day camp, elder day care. **Max. Annual Election: \$5,000.**

**Make Your  
Money Go**

UP  
TO **30%**

**Further!**

*depending on your  
tax status*

**Enroll by 4/18/2019**

*for the*

**6/1/2019 – 5/31/2020**

**Plan Year**

**It's easy!** Simply complete an "Authorization for Pre-Tax Deduction" form and send it to us by the enrollment deadline.

**Already in the plan? Just log in** to your account via our website to re-enroll.

**Note: Re-enrollment is not automatic.**

#### **Rollover Option**

**Up to \$500** in unused Health Care FSA monies can be rolled over to the next plan year if you re-enroll.

#### **NEW! Track Your Account and File Claims Online 24/7!**

Log in to your **employee portal** via our website, or use our **handy app: CPA Flex Mobile.**

#### **Benefit Cards**

New Health Care FSA enrollees will be sent **2 cards** that can be used at most medical and dental facilities, optical shops, and pharmacies for prescriptions. **Keep your cards!** They have a 5-year shelf life and will reload each time you enroll until they expire.

**Who's Covered?** The Health Care FSA plans cover you, your spouse, and dependents as defined by the IRS, including children claimed on the employee's tax return and adult children to age 26 if covered under the employee's health plan.

**HSA Ineligibility.** If you or your spouse has a Health Savings Account ("HSA"), you are **NOT ELIGIBLE** for a standard Health Care FSA account but you can participate in the *Limited Purpose Health FSA plan*.

**Plan Admin. Fee.** Annual fee of \$60 to \$72 is paid by participants in modest installments each pay period.

\* Not all Health Care expenses are FSA-eligible, such as cosmetic procedures or products, even if performed or dispensed by a doctor (i.e., Botox, teeth whitening, veneers, etc.), and general health expenses (i.e., toothbrushes, non-prescription sunglasses, massages, gym dues, etc.). Vitamins, supplements, over-the-counter ("OTC") medications, etc., require a physician's prescription to be FSA-eligible. Some expenses, such as medical equipment, may be FSA-eligible with a physician's Letter of Medical Necessity. You are advised to check on the eligibility of an item or service before incurring an expense. Visit <https://fsastore.com/FSA-Eligibility-List> and search the "Eligible Products and Services List" for more info. on FSA-eligible products and services, as well as criteria for eligibility.

\*\* Overnight camp, school tuition, extra-curricular programs, etc., that aren't daycare/childcare-based, are not FSA-eligible.

