

It's Time to
Enroll for the
2021-2022
Plan Year!

Flexible Spending Benefits 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.*** Eligible expenses incl.: non-cosmetic medical, dental, and vision care; orthodontics; prescription medications; prescription eyeglasses, contact lenses, laser eye surgery; alternative health therapies, mental health services; alternative health therapies (e.g., chiropractic, acupuncture), and MORE! **Max. Annual Election: \$2,750.**

— or —

- ◆ **LIMITED PURPOSE HEALTH CARE** is for those who are **not eligible for the Health Care FSA** (see **HSA Ineligibility** note in the box below) to be used for eligible non-cosmetic dental and vision services only.

Max. Annual Election: \$2,750.

Who's Covered on a Health Care or Limited Purpose Health Care FSA? You, your legal spouse, and your dependents, as defined by the Internal Revenue Service, including those claimed on your tax return and adult children under age 26.

Rollover Option. Up to \$550 in unspent contributions to either Health Plan Care FSA plan option shown above can roll over to the new plan year provided you enroll for that new plan year.

HSA Ineligibility. If you or your spouse have a Health Savings Account ('HSA'), you may only enroll in the *Limited Purpose Health Care FSA*.

- ◆ **DEPENDENT CARE.**** For children under age 13 and dependents with special needs. Eligible expenses: day care, preschool, before/after-school care, day camp, elder day care. **Max. Annual Election: \$5,000. per family**

Make Your
Money Go

UP
TO **30%**

Further!

depending on your
tax status

Track Your Account and File Claims 24/7! Log in to your **employee portal** via our website (CPA125.com), or use our **app: CPA Flex Mobile**.

**Enroll by 4/16/2021
for the
6/1/2021 – 5/31/2022
Plan Year**

Complete an "Authorization for Pre-Tax Payroll Reduction" form and send it to **Cafeteria Plan Advisors** by the deadline above.

Already in the plan? Log-in to your employee **account portal** via our website (www.cpa125.com) by the deadline above to enroll for the for the new plan year.

Note: Re-enrollment is not automatic.

Benefit Cards. For employer plans that offer the benefit card, new Health Care & Limited Purpose Health Care FSA enrollees will receive **2 cards** that can be used at most medical facilities, dental offices, optical shops, and pharmacies for eligible expenses.

Keep your cards! They will reload each plan year that you enroll.

★ NEW OTC ELIGIBILITY ★

Over-the-counter 'medicines' are now eligible without a prescription (*excludes vitamins and supplements*).

*The FSA administration fee is
\$3.00 per-pay-period, or
\$2.50 if Dependent Care only.*

* The Health Care FSA covers the employee, their spouse, and dependents as defined by the Internal Revenue Service, including children claimed on the employee's return and adult children to age 26. Not all Health Care expenses are FSA-eligible, such as cosmetic procedures or products *even if performed or dispensed by a doctor* (e.g. Botox, teeth whitening, veneers, etc.), couples/family counseling, general health/wellness expenses (i.e., toothbrushes, non-prescription sunglasses, gym dues, etc.), and federally non-permissible expenses. Vitamins, supplements, non-prescription/over-the-counter (OTC) medications, medicated products, etc., require a physician's prescription in order to be eligible for reimbursement. Some expenses, such as medical equipment and certain services may require a physician's Letter of Medical Necessity in order to be eligible for reimbursement. You are advised to check on the eligibility of any item or service before incurring an expense.

** Overnight camp, school tuition, extra-curricular/enrichment programs, etc., that aren't daycare/childcare-based do not qualify; day camp is eligible if utilized as a form of childcare.

† Employee-only benefit; not for spouse or dependent's expenses. Transit plan is for mass-transit as described above; vanpool=van that seats 6+ adults and a driver used exclusively to transport workers to/from work; tolls, taxis, ride-hail/ride-share services (Lyft, Uber, etc.), incl. shared rides, are not eligible. Federal law allows up to \$265 per month to be pre-tax on Transit plans; Mass. allows \$140.

Flexible Spending Plans administered by...

CAFETERIA PLAN ADVISORS

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CPA125.COM

