

Flexible Spending Benefits

City of Framingham

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 include: medical and prescription co-pays, deductible expenses, non-cosmetic medical and dental services, orthodontics, prescription eyeglasses and contact lenses, laser eye surgery, alternative health therapies (e.g. acupuncture, chiropractic), mental health services, and *MORE!*

Max. Annual Health Election: \$2,700.

Rollover Option. Up to \$100 in unspent Health Care FSA monies can roll over to the new plan year as long as you re-enroll.

HSA Ineligibility. If you or your spouse have a Health Savings Account (“HSA”), you are NOT ELIGIBLE to participate in the Health Care FSA plan.

Who’s Covered? The Health Care FSA program covers eligible expenses for you, your spouse, and dependents as defined by the Internal Revenue Service (IRS) including children claimed on the employee’s tax return and adult children to age 26.

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

Annual FSA administrative fee of \$60 is paid by the employee via payroll deduction.

* 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 products. Vitamins, supplements, non-prescription/over-the-counter medications, etc., require a physician’s prescription to be FSA-eligible. Some expenses, such as medical equipment and some services, 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.

** Overnight camp, school tuition, extra-curricular and enrichment programs, etc., that aren’t daycare/childcare-based, are not FSA-eligible; day camp is FSA-eligible when the program is utilized as a form of childcare in order for the parent(s)/guardian(s) to be able to work.

Enroll within 30 days of your qualifying event

The PLAN YEAR is the date of your qualifying event through 12/31/2020

It’s easy! Simply complete an “New Hire/Change in Status - Flexible Spending Pre-Tax Payroll Reduction” form and send it your H.R. within 30 days of your qualifying event.

Note: Re-enrollment is not automatic

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 re-enroll until they expire.

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**.

Make Your Money Go UP TO 30% Further!
depending on your tax status

