

It's Time to
Enroll for the
2022–2023
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 and services include: non-cosmetic medical, dental, and vision care services; prescription medications; over-the-counter 'medicines' (not vitamins or supplements); orthodontics; prescription eyeglasses, contact lenses, laser eye surgery; alternative health therapies (e.g. chiropractic, acupuncture); mental health services, and **MORE!**

Max. Annual Health Care Election: \$2,850.

— OR —

- ◆ **LIMITED PURPOSE HEALTH CARE.*** This plan option is for those not eligible for the Health Care FSA plan due to a Health Savings Account ("HSA") in the family (see *HSA Ineligibility* note below), and it is limited to eligible, non-cosmetic **dental** and **vision expenses**.

Max. Annual Health Care Election: \$2,850.

Who's Covered? The Health Care FSA plans cover 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. Health Care FSA balances—**up to \$570**—will roll over to the new plan year as long as you re-enroll for that next plan year. Funds roll over after the prior plan year's 90-day run-out deadline. (Note: The rollover limit for the 2021-2022 plan year is \$550; re-enrollment is required for funds to roll over.)

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

- ◆ **DEPENDENT CARE.**** For qualified childcare expenses of dependent children under age 13, elderly dependents, and dependents with special needs. Eligible expenses include day care, pre-school, before/after school care, day camp, and elder day care.

Max. Annual Dep. Care Election: \$5,000. per family.

Annual FSA administrative fee: \$72 (\$60 for Dep. Care only) via payroll deduction.

Make Your
Money Go

UP
TO **30%**

Further!

depending on your
tax status

Enroll by **5/25/2022**
for the
6/1/2022 – 6/30/2023
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 online account portal via our website: **www.CPA125.com**—*not the app!* On your account home page, click the **ENROLL/RE-ENROLL** button; follow the steps to enroll for the new plan year, and click **SUBMIT** at the end.

Note: Re-enrollment is not automatic.

Benefit Cards. New Health Care and Limited Purpose FSA plan enrollees will receive **2 cards** that can be used at most medical facilities, dental offices, optical shops, and pharmacies for eligible expenses, as applicable.

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

**Track Your Account
and File Claims 24/7!**

Log in to your **employee portal** via our website (**www.CPA125.com**), or use our **app: CPA Flex Mobile**.



* 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. Some expenses, such as medical equipment and some services, may be FSA-eligible with a physician's Letter of Medical Necessity. Visit <https://fsastore.com/CPAEligibility> for more info. on FSA-eligible products & services incl. an A-Z look-up tool.

** Overnight camp and school tuition are not FSA-eligible; day camp is eligible when utilized as childcare in order for the parent(s)/guardian(s) to be able to work; extra-curricular and enrichment programs/activities that aren't daycare/childcare based are not eligible; monies paid to a provider who doesn't report the funds as income on his/her taxes aren't FSA-eligible.

Flexible Spending Plans administered by...

CAFETERIA PLAN ADVISORS

420 WASHINGTON ST., SUITE 100, BRAINTREE, MA 02184

CPA125.COM