

Sign up **NOW**
for the
2021–2022
Plan Year!

Flexible Spending Benefits Town of Brookline

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; orthodontics; prescription medications; prescription eyeglasses, contact lenses, laser eye surgery, mental health services, alternative health therapies (e.g. chiropractic, acupuncture), **MORE!** **Max. Annual Health Care Election: \$2,750.**

Who's Covered? 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.

Grace Period. Health Care FSA participants get an **extra 75 days** at the end of the plan year to spend down the prior year's available balance.

HSA Ineligibility. If you or your spouse has a Health Savings Account ('HSA'), you are not eligible for the Health Care FSA plan.

Make Your
Money Go

UP
TO **30%**

Further!

depending on your
tax status

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

- ◆ **NEW! COMMUTING[†]:**

- **TRANSIT PLAN.[†]** For the employee's **mass-transit** expenses (subway, bus, trolley, commuter rail, commuter boat, vanpool services) for travel to/from work. NOT for tolls, taxis, ride-hailing/ride-sharing services, or other single-vehicle travel. **Max. Monthly Election: \$270.** (up to \$3,240. per year)
- **PARKING PLAN.[†]** For the employee's parking expenses at their place of work or mass-transit lot. **Max. Monthly Election: \$270.** (up to \$3,240. per year)

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.**

Enroll by 5/5/2021
for the
7/1/2021 – 6/30/2022
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 new plan year.

Re-enrollment is not automatic.

Benefit Cards. New 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.

Cards for Transit and/or Parking plans may be used at mass-transit points of purchase and most parking facilities, from accrued funds. For those enrolled in the Health Care FSA, your benefit card will also work for Transit and/or Parking if enrolled.

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



* 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. Effective 1/1/2020, non-prescription/over-the-counter medications were made FSA-eligible (not vitamins or supplements). 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/FSA-Eligibility-List> and search the "Eligible Products and Services List" for more info.

** 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.

† 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, car & ride-hailing services (except Uber POOL, Lyft Line/Lyft Share), are not eligible. Monthly expense cap shown reflects max. federal tax benefit; state tax treatment will differ.

Flexible Spending Plans administered by...

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