

FIU Human Resources

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Benefits Updates – August 16, 2021

Federal Changes Impacting Spending and Savings Accounts

Federal changes provided by the Consolidated Appropriations Act 2021, issued on December 27, 2020, impact employees enrolled in dependent care and healthcare flexible spending accounts (FSAs). **These changes apply ONLY through the 2021 plan year.**

For Healthcare FSAs and Limited Purpose Healthcare FSAs only:
• *Carryover from 2020 Plan Year*
Members may carry over any unused benefits from plan year 2020 to plan year 2021. Plan year 2020 carryover benefits must be used by December 31, 2021. No action is required by the employee. Balances will carry over automatically.

• *Changes in Election Amount*
For plan year 2021, members may prospectively change contribution amounts without a qualifying status change.

• *Post-Termination Reimbursements from Health FSAs*
A member who stops participating in the plan mid-year of 2021 may continue to receive reimbursements of their unused contributions through the end of the plan year. For example, a member who leaves employment April 1, 2021, may continue to receive reimbursements of their unused contributions through the end of 2021.

For Dependent Care Flexible Spending Accounts (DCFSA) only:
• *Extension of Grace Periods*
The grace period to incur eligible expenses applicable to plan year 2020 contributions is extended to December 31, 2021.

• *Eligible Dependent*
If a dependent "aged-out" during the pandemic, the maximum age the child is considered a qualifying dependent is changed from age 12 to age 13, if all of the following apply:

- Member was enrolled in the DCFSA for plan year 2020.
- Member had one or more dependents who attained age 13 during the plan year.
- Member had an unused balance for plan year 2020 that can be used through the extended grace period of December 31, 2021.

• *Changes in Election Amount*
For 2021, members may prospectively change contribution amounts without a qualifying status change.

For questions related to the FSA changes, contact Chard Snyder at 1(855) 824-9284. To access the Chard Snyder system, employees should either log in to the People First system and select the Chard Snyder quick link or use the Chard Snyder mobile application. For questions related to QSCs, employees should contact the People First Service Center at 1(866) 663-4735.

Address Review & Update Reminder

The Division of Human Resources' Benefits Administration Department brings you this important update concerning your mailing address. The address verification process in the People First system began on August 1, 2021. This annual process is necessary to ensure your current contact information is accurate within the State of Florida's People First portal. Informational messages, "Verify Your Information" is showing on the "Inbox" requesting to verify your address when you log into your People First account.

In order to receive communication materials regarding your State-Sponsored Benefits, it is very important to keep your address on record up to date in our PantherSoft System. If you have experienced any changes in address, please update your information on file immediately.

Questions? Contact Benefits Administration, call 305-348-2181.