

Flexible Spending Benefits City of Watertown

Money Go

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; mental health services; alternative health therapies (e.g. chiropractic, acupuncture), and MORE!
Make Your

Max. Annual Health Care Election: \$3,050.

Who's Covered? You, your legal spouse, and your dependents as defined by the Internal Revenue Service, including those claimed on your tax return & adult children under age 26.

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 to pay for eligible expenses. <u>Keep your cards!</u> They will reload each plan year that you enroll.

Rollover Option. Health Care FSA balances—up to \$610—will roll over to the next plan year as long as you re-enroll for that new plan year. Funds roll over after the prior plan year's 90-day claim submission ("run-out") period has ended. (Note: The max. rollover for the 2022 plan year is \$550; re-enrollment is required for funds to roll over to the 2023 plan year.)

HSA Ineligibility. If you or your spouse have a Health Savings Account ('HSA'), you are <u>NOT</u> ELIGIBLE to participate in the Health Care FSA plan.

◆ DEPENDENT CARE.** For qualified childcare expenses for 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, elder day care.

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

for the

1/1/2023 – 12/31/2023

Plan Year

Already in the FSA Plan? Re-enrollment is NOT automatic!

▶ Re-enroll via your online account portal—not the mobile app! Go to cpaemployee.lh1ondemand.com and log-in on the LEFT side of the sign-in screen. Once on your account homepage, click the blue Enroll/Re-enroll button and follow the steps to enroll for the new plan year; click Submit at the end. We recommend printing or saving your enrollment confirmation.

► New to the FSA Plan? Complete the "Authorization for Pre-Tax Payroll Reduction" form and send it to Cafeteria Plan Advisors via e-mail (info@cpa125.com) or fax (781-848-8477) by the deadline shown above.

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**.

Annual FSA administration fee is paid by your employer, so you save even more!

Flexible Spending Plans administered by...

CAFETERIA PLAN ADVISORS • An ALERA GROUP Company | 120 Longwater Dr., Ste. 102, Norwell, MA 02061 | CPA125.COM

^{*} Not all Health Care expenses are FSA-eligible, such as: cosmetic procedures or products (e.g. Botox, teeth whitening, veneers, etc.), couples/family counseling, general health/wellness expenses (i.e., toothbrushes, toothpastes, non-prescription sunglasses, gym dues, etc.), and federally non-permissible products. Some healthcare-related expenses, such as medical equipment and some services, may require a physician's Letter of Medical Necessity in order to be FSA-eligible. Visit https://fsastore.com/CPAEligibility for more info. on specific products and services.

^{**} Overnight camp and school tuition for kindergarten and above are not FSA-eligible; day camp is eligible when utilized as a form of 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; money paid to a childcare provider who doesn't report it as income on their taxes is not FSA-eligible.



CAFETERIA PLAN ADVISORS

An Alera Group Company120 Longwater Dr., Ste. 102Norwell, MA 02061Tel: 781-848-9848

Authorization for Pre-Tax Payroll Reduction

Enrollment Deadline is 11/30/2022.

* Late Enrollments not Accepted. *

INSTRUCTIONS: If Already in Plan: Re-enrollment is NOT automatic! To enroll for the new plan year via your online account

portal, go to <u>cpaemployee.lh1ondemand.com</u>—not the app. Log-in on the <u>left</u> side of the sign-in screen. Once on your account homepage, click the blue <u>ENROLL/RE-ENROLL</u> button and follow the steps to enroll; click <u>Submit</u> at the end. (We recommend printing or saving your enrollment confirmation.)

New Enrollees: Complete & return this form to CPA via e-mail (info@cpa125.com) or fax (781-848-8477).

Participant Name:			Employer:	City of Wa	<u>terto</u>	wn
Mailing Address:			Plan Year:	1/1/2023 to		
City/Town, State		ZIP:	SSN:	,	OB:	
-Mail:			Daytime Ph	one:		□ persona □ work
am a (check one):	ipal Employee kly (26)	School Emp		nthly (12)		
Health Care FSA Election: \$ for employee, legal spouse, and medical, dental, vision expense Max. Annual Election: \$3,05	for the second s	or the <u>plan year</u> ndents' qualified	plan year for dependents u	Care FSA Election: \$ r qualified childcare e under age 13, and elde equiring daycare.	xpenses	of eligible
Rollover Option: Any unspent Health Care balance—up to \$610—will roll over to the next plan year if you re-enroll for the next plan year. (Note: The max. rollover for the 2022 plan year is \$550; re-enrollment is required for funds to roll over to the new plan year.) Ineligibility Note: You are NOT eligible for this plan if you or your spouse have a Health Savings Account ("HSA").		Max. Annual Election: \$5,000. per family Claim-based reimbursement plan (no benefit card). Eligible expenses are reimbursed from accrued funds in account. Participants must submit claim(s) each plan year to receive accrued funds.				
Annual FSA administrat	on fee is paid b	y your employer. See	Open Enrollment fl	yer for more plan inforr	mation.	
Cartification. I hereby authorize Cafeteria Plan Advisors, please set Certification. I hereby authorize Cafeteria Plan Advisors will hold these allowable deductions under Internal Religible balance isn't incurred and/or st All claims for the Plan Year must be subr Your Health Care FSA plan has a Rollove plan year and the rollover occurs after the This election cannot be revoked or chace Current participants must enroll each per Health Care FSA cards, if offered through Additional certification for Dependent Capation and I qualify to participate a change in need or no longer experience a change in need or no longer Tax advice: It is suggested you consult	osit is our pre- up direct depo- a salary reduct funds until eligil venue Service (I bmitted for rein nitted within nin r option. Eligible ne current plan y nged during the lan year; re-enro an year; re-enro in the FSA Dep meet the IRS's eligible in the FSA Dep	ferred method for obsit online via your ion agreement for the ple expenses are incur RS) Publication 969, and bursement by plan year (90) days of the endal balances roll over to the ear's 90-day claim subsition year unless the plan year unless the plan year unless the plan year unless the parts: I understand that bants: I understand that bendent Care plan. I aligibility criteria. Dependent	claim reimburseme account portal or the amount(s) show red and a claim is suind funds may be forfer deadline. In the Plan Year whem ission ("runout") per participant experiencies. The Start of each plant the Dependent Care gree to notify the pladents must qualify under the start of the plant the plants must qualify under the plants must qualify under the post of the start of the plants must qualify under the plants must qualify under the post of the plants must qualify under the plants must qualify qualify qualify qualify qualify qualify qu	ent. If your banking in above and understar ibmitted. FSA expenses feited in accordance with en you re-enroll in the Heariod has ended. es a qualifying event as despense a qualifying event as despense an administrator in writing the regulations set forth in	nfo. is not Ilment co and that: must be co a the same alth Care FS defined by t ; keep until jidelines ca	onsistent with publication is A for the new the IRS. If they expire, and be found a dod days should
- lax advice: It is suggested you consult	WILLI a Lax auvist	or to determine your t	ax savings and/or lim	ilis on tax acadetions.		

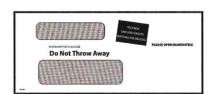
A system-generated e-mail confirmation will be sent once your enrollment is processed.



Important Information About Your PREPAID BENEFITS CARD

If you're newly enrolled in the Flexible Spending Account Program, you will automatically receive the new blue Prepaid Benefits Card. You'll receive two cards at your home address for you and your family members to use. The Cards will arrive in a special envelope that looks like this – so please don't throw it out!





Your Prepaid Benefits Card is loaded with the value of your annual FSA\HSA election amount (less any amounts you have already spent in this plan year.) Using your Card helps you keep cash in your wallet and makes accessing your FSA funds easy. The Card can be used, instead of cash, to pay for qualified health care expenses such as:

- Prescription and health plan copayments, deductibles and coinsurance
- "Amount Due" on medical/dental statements
- Orthodontics

- Mail-order or online prescription invoices
- Vision services and eyeglasses
- LASIK surgery
- Eligible over-the-counter (OTC) items

*If applicable, eligible Commuter Transit and/or Parking expenses. The card will be loaded with funds <u>after</u> they are deducted from your paycheck and posted to your account

You'll simply swipe your Card each time you incur a qualified health care expense and the amount of your purchase will be deducted from your FSA— automatically. You can also fill in your Card number on bills you receive from providers to pay the amount you owe. You'll have no claim forms to complete and you won't have to wait to get a check in the mail. You can check balances or account details anytime — online at www.cpa125.com or via the mobile app — CPA FLEX MOBILE. It's that easy!

It's Important to Save Your Receipts!

Your Prepaid Benefits Card will definitely improve your cash flow. However, be aware that the IRS requires the Card be used only for eligible expenses. Most of the time, we can verify the eligibility of the expense automatically. Yet, there are instances when you'll receive a letter/notification asking you to furnish an itemized receipt to verify the expense. When you receive such a request, make sure you submit the receipts as soon as possible to avoid having your Card suspended until receipts have been submitted and approved.

What is an itemized receipt?

An itemized receipt must include: merchant or provider name, services received or item purchased, date of service, and amount of the expense. Cancelled checks, handwritten receipts, card transaction receipts or previous balance receipts cannot be used to verify an expense.

Using Your Card is as Easy as 1-2-3!

Look for additional information about how to use your new Prepaid Benefits Cards included with your card packet in the mail. We hope you enjoy this new exciting feature of your plan! Remember, the Card will not work at gas stations or restaurants – only at health care related providers.

Save your card. Every year you re-enroll, the funds get loaded on to this card!

Welcome to Health Care FSA

I enrolled for Health Care FSA... Now what?

Now that you are enrolled, you can start to use the funds you have elected to withhold on the first day of your plan year.

If your plan offers a debit card, simply present the card when paying for eligible services or expenses, and the cost of service comes off of your account automatically.

If your plan does not include a debit card, or you forget to use your card, you can be reimbursed for eligible expenses by filling out the <u>Health Care Claim Reimbursement Form</u> and returning it to us within 90 days after the plan year ends, along with an itemized receipt of the services or expenses that were incurred.

You might be wondering... "How do I get reimbursed for my claim?"

If you submit a Health Care Claim Reimbursement Form to us, we will reimburse you in one of two ways. If we have your direct deposit information on file, you will receive that reimbursement directly to your account. Otherwise, you will receive a check in the mail. If you are interested in setting up direct deposit for reimbursement, please download the "Direct Deposit Sign Up Form", and return it to us, or log into your account (see below). Direct deposit payments are typically in your account by the end of the following week; however, the bank has 3 business days to post it to your account.

Is there a way I can view the transactions or balances on my account?

For your convenience, we offer the Consumer Portal, which provides you the ability to log on at any time, to check your balance, see your account activity, and other helpful tools. You can visit the Consumer Portal through our website, www.cpa125.com.

Additionally, we also offer a mobile app, where you can check your account activity. Download "CPA FLEX MOBILE" from your Apple App Store or Google Play Stores.

FSA Rules & Regulations

- You can elect up to your plan maximum. The IRS allows \$3050 max, but each plan maximum is established by your employer.
- Reimburses you for:
 - Co-Pays & Deductibles
 - Prescription Drugs
 - o Vision
 - Non-Cosmetic Dental
 - o And much more...

Did you know?

There are many types of medical expenses that can qualify for FSA reimbursement.

Be sure to review the



List of Eligible Expenses

Cafeteria Plan Advisors

An Alera Group Company
120 Longwater Drive, Ste. 102

Norwell, MA 02062

Tel: 781-848-9848

Fax: 781-848-8477

www.CPA125.com

Info@cpa125.com

Welcome to Dependent Care

I enrolled for Dependent Care... Now what?

Now that you are enrolled, you have two options for reimbursement. If you would like to set up "auto reimbursement" you will have to complete a new Dependent Care Claim
Certification Form
each plan year, and return it to us. We will process your claim when the plan year starts, and you will receive an email, confirming your claim has been processed.

If you prefer to be reimbursed periodically, just complete the Dependent Care Claim Certification Form, and return it to us, along with any receipts showing payments made within 90 days after the plan year ends. We will process your claim once we receive it, and you will receive an email, confirming your claim has been processed.

You might be wondering... "How do I get reimbursed for my claim?"

Once we have your completed claim form, we will reimburse you in one of two ways. If we have your direct deposit information on file, you will receive that reimbursement directly to your account. Otherwise, you will receive a check in the mail. If you are interested in setting up direct deposit for reimbursement, please download the "Direct Deposit Sign Up Form", and return it to us, or log into your account (see below). Direct deposit payments are typically in your account by the end of the following week; however, the bank has 3 business days to post it to your account.

When can I expect my reimbursement?

After your employer deducts the funds from your payroll check, they send us the money. Once we post the funds to your account, they become available to you.

Is there a way I can view the transactions or balances on my account?

For your convenience, you have the ability to log at any time, to check your balance, see your account activity, add or change Direct Deposit information, and other helpful tools, by logging on to the Consumer Portal through our website, www.cpa125.com.

Additionally, we also offer a mobile app, where you can check our account activity. Download "CPA FLEX MOBILE" from your Apple App Store or Google Play Store.

Dependent Care Rules & Regulations

- Max Allowance per Household: \$5000
- Reimburses you for:
 - o Day Care Programs
 - o After School Programs
 - o Summer Day Camps
 - Adult Day Care

Did you know?

If your Dependent Care needs change, due to a qualifying event, you have 30 days to make changes to your election.
Contact us for more details.



Cafeteria Plan Advisors
An Alera Group Company
120 Longwater Drive
Suite 102
Norwell, MA 02061
Tel: 781-848-9848
Fax: 781-848-8477
www.CPA125.com
Info@cpa125.com

Health Care FSA Eligible Expenses

		4	
BABY/CHILD TO AGE 13	MEDICAL EQUIPMENT/SUPPLIES	MEDICATIONS/DRUGS	
□ Lactation Consultant* □ Lead-Based Paint Removal □ Special Formula* □ Tuition: Special School/Teacher for Disability or Learning Disability* □ Well Baby /Well Child Care DENTAL □ Dental X-Rays □ Dentures and Bridges □ Exams and Teeth Cleaning □ Extractions and Fillings □ Oral Surgery □ Orthodontia (reimbursable after payment)	Air Purification Equipment* Arches and Orthotic Inserts Contraceptive Devices Crutches, Walkers, Wheel Chairs Exercise Equipment* Hospital Beds* Mattresses* Medic Alert Bracelet or Necklace Nebulizers Orthopedic Shoes* Oxygen* Post-Mastectomy Clothing Prosthetics Syringes Wigs*	 Insulin Prescription Drugs **Over the Counter Drugs/Medicines (such as Tylenol, Advil, NyQuil, etc.) OBSTETRICS Doulas* Lamaze Class OB/GYN Exams OB/GYN Prepaid Maternity Fees (reimbursable after date of birth) Pre- and Postnatal Treatments PRACTITIONERS 	
□ Periodontal Services	The state of the s		
EYES Eye Exams Eyeglasses and Contact Lenses Laser Eye Surgeries Prescription Sunglasses Radial Keratotomy HEARING Hearing Aids and Batteries Hearing Exams LAB EXAMS/TESTS Blood Tests and Metabolism Tests Body Scans Cardiograms Laboratory Fees X-Rays	MEDICAL PROCEDURES/SERVICES Acupuncture Alcohol and Drug/Substance Abuse (inpatient treatment and outpatient care) Ambulance Fertility Enhancement and Treatment Hair Loss Treatment* Hospital Services Immunization In Vitro Fertilization Physical Examination (not employment-related) Reconstructive Surgery (due to a congenital defect, accident, or medical treatment) Service Animals Sterilization/Sterilization Reversal Transplants (including organ donor) Transportation to Medical Facility	Allergist Chiropractor Christian Science Practitioner Dermatologist Homeopath Naturopath* Optometrist Osteopath Physician Psychiatrist or Psychologist THERAPY Alcohol and Drug Addiction Counseling (not marital or career) Exercise Programs* Hypnosis* Massage* Occupational Physical Smoking Cessation Programs* Speech Weight Loss Programs*	
**Please Note: Effective 1/1/2020, the IRS r sanitizer and wipes, as well as Over the Cou Health Care FSA or certain HRA plans. <i>Vii</i>			
The following is a high-level list of OTC items that	t are <i>not</i> medicine or drugs and <u>are eligible</u> f	or purchase with Health Care FSA Plans.	
Denture Adhesives, Repair, and Cleansers PoliGrip, Benzodent, Efferdent Diabetes Testing and Aids Insulin, Ascencia, One Touch, Diabetic Tussin, insulin syringes; glucose products	Elastics/Athletic Treatments ACE, Futuro, elastic bandages, braces, hot/cold therapy, orthopedic supports, rib belts Eye Care Contact lens care	Family Planning □ Pregnancy and ovulation kits First Aid Dressings and Supplies □ Band Aid, 3M Nexcare, non-sport tapes *without antiobiotic strip Incontinence Products	
Diagnostic Products Thermometers, blood pressure	☐ Reading Glasses and Maintenance Accessories	☐ Attends, Depend, GoodNites for juvenile incontinence ☐ Attends, Depend, GoodNites for juvenile incontinence	

*Items with an asterisk are potentially eligible with a Letter of Medical Necessity from a licensed physician. For a detailed list, log in to our website at www.cpa125.com and click on the link to the FSA Store to view the eligibility list.

monitors, cholesterol testing

Now Eligible:



Over-the-Counter Medicines

Now you can get the relief you need from fully eligible over—the—counter (OTC) medicines, with no prescription required. Use your funds to plan ahead with OTC medicine from pain relief to allergy and sinus, cold and flu and more!





100% eligible OTC medicines: buy the essentials you need with no hassle



Shop with your FSA card or any major credit card



The largest selection of guaranteed FSA-eligible products



Questions? Access 24/7 support (call or chat)

\$ 100 OFF \$100+ One use per customer Exp. 6/30/23

Want \$20 to spend on your health? Visit FSAstore.com/CPAOTC and use code CPA10 at checkout.