



# Save Money on Health Care and Dependent Care Plan Year 2020

## Enroll in TexFlex and use pre-tax money to save on eligible out-of-pocket health care and dependent care expenses including:

- medical copays, deductibles and coinsurance,
- prescriptions,
- dental,
- vision,
- day care, and
- much more!

## The Coronavirus Aid, Relief, and Economic Security (CARES) Act and IRS Notices 2020-29 allow for the following changes to the flexible spending accounts (FSA) for Plan Year 2020:

- FSA participants can make elections to their FSA elections without a qualifying life event (QLE) including decreasing and ending enrollment through August 31, 2020.
- Health care, limited-purpose and/or a dependent care FSA participants can use their Plan Year 2020 funds to pay for eligible expenses through December 31, 2020.
- The Runout Period is not changing and ends December 31, 2020.
- Over-the-counter (OTC) drugs and medicines no longer require a doctor's prescription in order to be paid for or reimbursed through an FSA.
- Menstrual care products are now eligible to be paid for or reimbursed through an FSA, HRA or HSA.

## What is TexFlex?

A TexFlex account is a flexible spending account (FSA) that lets you set aside money from your paycheck, **pre-tax**, to use for eligible out-of-pocket expenses. You can contribute to a health care, limited-purpose care and/or a dependent care accounts. The TexFlex program is available to all benefits-eligible active employees.

TexFlex is a great way to **SAVE MONEY** by **LOWERING YOUR TAXES!**

There will be an administrative fee holiday for participation in the TexFlex spending accounts through the end of Plan Year 2020.

## There are three types of TexFlex accounts:

- **health care FSA** – use to pay eligible medical, dental, vision, hearing, and prescription drug expenses. You can elect from \$180 to \$2,700 for your annual contribution.
- **limited-purpose FSA** – use to pay eligible vision and dental expenses. You can elect from \$180 to \$2,700 for your annual contribution. You must be enrolled in Consumer Directed HealthSelect<sup>SM</sup> to participate in the limited-purpose FSA.
- **dependent care FSA** – use to pay eligible expenses including child day care and adult care day programs. You can elect from \$180 to \$5,000 for your annual contribution.

## How can TexFlex save you money?

You pay less in taxes. Here's an example:

	with TexFlex	without TexFlex
Annual pay	\$50,000	\$50,000
TexFlex pre-tax contribution	(\$2,000)	\$0
Taxable income	\$48,000	\$50,000
Federal income, Social Security and Medicare taxes	(\$10,966)	(\$11,616)
After-tax dollars spent on eligible expenses	\$0	(\$2,000)
Real spendable income	\$37,034	\$36,384
<b>Annual Savings</b>	<b>\$650</b>	\$0

\* Sample tax savings for a single taxpayer with no dependents. Actual savings will vary based on your individual tax situation. Please consult a tax professional for more information.

### Should I enroll?

If any of the following expenses apply to you or your eligible family members, enrolling in TexFlex can save you money on:

#### Health Care FSA

- copays, deductibles or coinsurance for medical, dental or vision plans,
- prescription medications,
- glasses or contacts, or plan on having laser eye surgery and
- orthodontia treatments, such as braces.

#### Limited-Purpose FSA

- glasses or contacts, or plan on having laser eye surgery,
- orthodontia treatments, such as braces
- routine dental exams and cleanings (excludes bleaching or whitening)

**Note: You must be enrolled in Consumer Directed HealthSelect<sup>SM</sup> (CDHS) to participate in the Limited-Purpose FSA.**

#### Dependent Care FSA

- you and your spouse (if married) are working, looking for work or attend school full-time, and
  - have children under age 13 who attend day care, before/after-school care or summer day camp, or
  - you provide care for any other person of any age who is mentally or physically incapable of caring for himself or herself, and comply with other IRS requirements.

**For a detailed list of TexFlex eligible expenses, visit [www.TexFlexERS.com](http://www.TexFlexERS.com) and click on "Program Resources."**

## TexFlex website – [www.TexFlexERS.com](http://www.TexFlexERS.com)

Visit the TexFlex website now to learn more about the:

- TexFlex Program
- eligible expenses, and
- TexFlex debit card.

Also, be sure to check out the informative videos and access the contribution calculation worksheet.

### Online Account Services:

- access your TexFlex account 24/7; see how much you elected, how much has been paid, what's pending and how much is available in your account,
- view claim status alerts and notifications with important information about your account,
- quickly search for all current and past claims, payments and contributions,
- upload documentation to support a card swipe or submit a claim for reimbursement,
- download reimbursement claim forms and
- sign up for direct deposit.

### FREE! TexFlex debit card for the health care or limited-purpose FSA

If you sign up for TexFlex for Plan Year 2020 and you're new to the program, you will receive a **FREE** TexFlex debit card for easy access to your TexFlex health care or limited-purpose FSA funds in late-August. After you activate your card, you can begin using the card on September 1 to pay for eligible expenses. If you're a current Texflex participant, you may use your current debit card until its expiration date. TexFlex will automatically mail you a new debit card two weeks before your card's expiration date.

### Fast reimbursement

Claims and reimbursements are processed on a daily basis. Sign up for direct deposit and get your reimbursement faster than by check.

### When do I enroll?

You can enroll in the TexFlex program:

- within 31 days of your hire date,
- during Summer Enrollment or
- within 31 days of experiencing a qualifying life event.





### TexFlex account overview for Plan Year 2020

	Health Care Account	Dependent Care Account
Annual maximum contribution	\$2,700	\$5,000
Submit claims online, by fax or mail	Yes	Yes
Use the TexFlex debit card	Yes <sup>1</sup>	No, all claims submitted online, by fax or mail.
Availability of funds	Full annual contribution is available starting September 1, 2019	Monthly; as funds are added to your account from your paycheck
Carry over <sup>2</sup>	Yes	No
Grace period <sup>3</sup>	No	Yes
Run out period <sup>4</sup>	September 1, 2020-December 31, 2020	September 1, 2020-December 31, 2020

<sup>1</sup> There is no fee for the card. You will receive one card and can request additional cards by calling TexFlex Customer Care.

<sup>2</sup> Health care account funds, up to \$500, a carry-over of up to \$500 is allowed from the plan year ending August 31, 2020 and up to \$550 from the plan year ending August 31, 2021.

<sup>3</sup> You have until December 31, 2020 to use your Plan Year 2020 funds.

<sup>4</sup> Time-frame in which the participant can submit claims for reimbursement for services incurred during the previous plan year. The run-out period applies to both accounts.

### How much should I contribute to my TexFlex Account?

That's up to you. The amount you elect to contribute is unique to your health care and day care situation. Look at what you typically spend each year on out-of-pocket health care and dependent care.

**Note: TexFlex health care and limited-purpose FSA participants have access to the full contribution amount at the beginning of the plan year.**

### \$500 TexFlex carry over

Carry over up to \$500 in your health care or limited-purpose FSA to the next plan year! With the carry over benefit, there is less risk of giving up unspent money in your TexFlex health care account, because of the carry-over option.

The \$500 carry over does not apply to the dependent care accounts; they have a grace period and will not be able to carry over funds to the next plan year.

### How do I enroll?

Enroll in TexFlex during Summer Enrollment. Once you have determined your annual TexFlex contribution, the amount you specify will be deducted from your paycheck in equal amounts throughout the year, before taxes.



### With TexFlex, you have options!

- Pay for an eligible expense, log into your TexFlex spending account and **upload your claim**.\* TexFlex reimburses you from your account by sending a check or through direct deposit.
- Pay for an eligible expense and **submit a claim by fax or mail**. You will be reimbursed from your TexFlex account by sending a check or through direct deposit.
- Pay for the eligible health care expenses **using the TexFlex debit card**\*\* When you swipe your card at the point of service, the money is automatically deducted from your account. Keep all receipts in case you are asked to provide verification of eligible expenses at a later time.

\*Claims must include the appropriate proof of purchase documentation.

\*\*Dependent care account participants cannot use the TexFlex debit card and will need to submit dependent care claims online, by mail or fax for reimbursement.



### Where can I learn more?

Visit [www.TexFlexERS.com](http://www.TexFlexERS.com) for more information about TexFlex, including eligible expense guides and an interactive contribution and tax-savings calculator. Call TexFlex Customer Care toll-free at (844) 884-2364. TexFlex representatives are available Monday - Friday, 7 a.m. - 7 p.m., CT, excluding holidays.

### Important terms to know

**Grace period:** Dependent care participants have until December 31, 2020 to use their Plan Year 2020 funds.

**Carry over:** Health care and Limited-Purpose FSA funds, up to \$500, that carry over from one plan year to the next. Any amount over \$500 will be forfeited. Does not apply to dependent care accounts.

**Incurred:** A charge for a product or service received or delivered.

### TexFlex participant support:

**TexFlex Customer Care:**  
 (844) 884-2364 (toll-free)  
 TTY: 711  
 Monday - Friday  
 7 a.m. - 7 p.m. CT

**Claims fax:**  
 (866) 643-2219  
 (toll-free)

**Mail:**  
 WageWorks, Inc.  
 5200 Commerce Crossings  
 Suite 100  
 Louisville, KY 40299

**Website:**  
[www.TexFlexERS.com](http://www.TexFlexERS.com)

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