



Save Money on Health Care and Dependent Care Plan Year 2021

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!

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 2021 (August 31, 2021).

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 \$2,750 for your annual contribution.
- **limited-purpose FSA** – use to pay eligible vision and dental expenses. You can elect from \$180 to \$2,750 for your annual contribution. You must be enrolled in Consumer Directed HealthSelectSM 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
Annual Savings	\$650	\$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 HealthSelectSM (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 and click on "Program Resources."

TexFlex website – 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 2021 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 2021

	Health Care Account	Dependent Care Account
Annual maximum contribution	\$2,750	\$5,000
Submit claims online, by fax or mail	Yes	Yes
Use the TexFlex debit card	Yes ¹	No, all claims submitted online, by fax or mail.
Availability of funds	Full annual contribution is available starting September 1, 2020	Monthly; as funds are added to your account from your paycheck
Carry over²	Yes	No
Grace period³	No	Yes
Run out period⁴	September 1, 2021-December 31, 2021	September 1, 2021-December 31, 2021

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

² 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.

³ Allows an extra 2 ½ month period after August 31 in which you can incur new claims using the previous plan year funds.

⁴ 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.

\$550 TexFlex carry over

A carry-over 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.

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 carry over does not apply to the dependent care accounts. You will have until December 31, 2021 to submit your claim paperwork for eligible health care expenses incurred by August 31, 2021, and on dependent care incurred by November 15, 2021.

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 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: Allows an extra 2½-month period after August 31 in which you can incur new claims using the previous plan year funds. Does not apply to health care FSA or limited-purpose FSA.

Carry over: 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. Any amount over the carry-over amount will be forfeited.

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

DISCLAIMERS

Actual tax savings depends on your individual circumstances. Please consult a tax professional for more information. Neither WageWorks nor ERS engage in rendering legal or tax services. Any guidance given in this communication is not legal or tax advice. Information contained herein is merely guidance that, at your discretion, you may or may not use in making decisions. If legal or tax advice is desired or required, the services of legal counsel or a tax professional are recommended.