

## Relief for COVID-19

On December 27, 2020, in response to the COVID-19 pandemic, Congress passed the Consolidated Appropriations Act of 2021. This Act provides additional temporary relief to Health Care Flexible Spending Accounts and Dependent Care Flexible Spending Accounts. Below are the provisions Hennepin County is temporarily adding to your plan.

## THE \$550 MAXIMUM LIMIT ON THE HEALTH CARE FSA CARRY FORWARD IS REMOVED

Under the new legislation, the maximum carry forward limit of \$550 is temporarily removed, which allows you to carry forward any unused funds from your Health Care FSA. This applies to the 2020 and the 2021 plan year. If you have unspent funds in your 2020 Health Care FSA, those dollars will roll over into the 2021 plan year; if you have unspent funds in your 2021 Health Care FSA, as well as unspent funds still left over in your 2020 Health Care FSA, those dollars will roll over into the 2022 plan year.

### RUN-OUT PERIOD/LAST DAY TO SUBMIT CLAIMS

Your run-out period is the period of time after a plan ends when you can submit claims for expenses incurred during the plan year.

- For the 2020 plan year, the last day to submit claims is March 31, 2021.
- For the 2021 plan year, the last day to submit claims is March 31, 2022.

## YOUR DEPENDENT CARE FSA GRACE PERIOD IS EXTENDED BY 12 MONTHS

Your Dependent Care FSA grace period, which gives you additional time to incur eligible dependent daycare expenses and use your funds, is typically March 15. Under the new provision, however, your grace period is extended for 12 months after the plan year ends, December 31. This provision applies to your 2020 and 2021 plan year.

### ADDITIONAL TIME TO USE YOUR ACCOUNT

With the extension of the grace period, you have significantly more time to use your Dependent Care FSA and exhaust your funds. Additionally, because your Dependent Care FSA grace period is temporarily extended, the last day to submit claims will also be temporarily altered.

#### For the 2020 plan year:

- Your 2020 Dependent Care FSA is extended to December 31, 2021.
- You can incur expenses between January 1, 2020 - December 31, 2021.
- The last day to submit Dependent Care claims is March 31, 2022.

#### For the 2021 plan year:

- Your 2021 Dependent Care FSA is extended to December 31, 2022.
- You can incur expenses from January 1, 2021 - December 31, 2022.
- The last day to submit Dependent Care claims is March 31, 2023.

## INCREASE THE DEPENDENT CARE FSA ELIGIBILITY UP TO AGE 14

Under this provision, Dependent Care FSA participants can receive reimbursement for a dependent child's expenses up until the child reaches age 14. Claims for dependents over age 14 will not be reimbursable. This provision applies to the 2020 and 2021 plan.