

Date: November 6, 2020

To: All current subscribers to the Diocesan Flexible Spending Account (FSA) benefit

From: Benefits Office

Re: Making FSA elections during the Limited Enrollment period from November 16 through December 4.

From November 16 through December 4, 2020, there will be a limited enrollment period in which you can make elections to fund your FSA for medical or dependent coverage. You will only be making elections for the period from January 1, 2021 through June 30, 2021 because we are moving to a July to June plan year. These elections are for only six months and you will only be allowed to fund HALF the IRS prescribed maximum: Medical coverage (\$2,750) will be \$1,375; dependent coverage (\$5,000 and \$2,500) will be \$2,500 for married filing jointly or \$1,250 for a married person filing separately. **This is the only time that you will be limited to making FSA elections for six months.**

Important information:

- **After January 1, 2021, you will NOT be able to use your old Visa debit cards issued by Consumer Choice Plans to pay for expenses incurred in the 2020 calendar.** If you wish to be reimbursed for a claim incurred in 2020, and you still have a balance in your account, you can contact Stephanie Russell and she will help you get reimbursed for your 2020 expenses. However, the runout period for using your FSA balance from 2020 will expire on March 31, 2021. After that date, balances of \$550 or less will be rolled over into your new FSA account. Amounts in excess of \$550 after March 31, 2021 will be forfeited.
- You will be receiving new debit cards in the mail once you've made your elections for 2021. The new cards can only be used for expenses incurred after January 1, 2021.
- In April, during regular Open Enrollment, you will be able to make your normal twelve-month annual elections for the period July 1, 2021 through June 30, 2022 and can include normal rollover amounts.

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