

Sign up **NOW**  
for the  
**2022–2023**  
Plan Year!

# Flexible Spending Benefits

## City of Marlborough

### 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!**

**Max. Annual Health Care Election: \$2,850**

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

**Benefit Cards.** For employer plans that offer the benefit card, 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. **Keep your cards!** They will reload each plan year that you enroll.

**Rollover Option.** Health Care FSA balances—**up to \$570**—will roll over to the next plan year provided you re-enroll for that new plan year. Funds roll over after the prior plan year’s 90-day run-out deadline.

**HSA Ineligibility.** If you or your spouse have a Health Savings Account (‘HSA’), you are **NOT ELIGIBLE** to participate in the Health Care FSA plan.

- ◆ **DEPENDENT CARE.\*\*** For qualified childcare expenses of 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**

Annual FSA plan administration fee is \$60.00 for the year.

Make Your  
Money Go

UP  
TO **30%**

**Further!**

depending on your  
tax status

Enroll by **5/31/2022**  
for the  
**7/1/2022 – 6/30/2023**  
Plan Year

**Complete** an “Authorization for Pre-Tax Payroll Reduction” form and send it to **Cafeteria Plan Advisors** by the deadline above.

**Already in the plan?** Log-in to your online account portal via our website: **www.CPA125.com**—*not the app!* On your account home page, click the **ENROLL/RE-ENROLL** button; follow the steps to enroll for the new plan year, and click **SUBMIT** at the end.

**Note: Re-enrollment is not automatic.**

**Special rollover note to current Health Care FSA participants:** The rollover maximum for the 2021-2022 plan year is \$550; re-enrollment is required for funds to roll over.

**Track Your Account  
and File Claims 24/7!**

Log in to your **employee portal** via our website ([www.CPA125.com](http://www.CPA125.com)), or use our app: **CPA Flex Mobile**.



\* Not all Health Care expenses are FSA-eligible, such as cosmetic procedures or products *even if performed or dispensed by a doctor* (e.g. Botox, teeth whitening, veneers, etc.), couples/family counseling, general health/wellness expenses (i.e., toothbrushes, non-prescription sunglasses, gym dues, etc.), and federally non-permissible products. Some expenses, such as medical equipment and some services, may be FSA-eligible with a physician’s Letter of Medical Necessity. Visit <https://fsastore.com/CPAEligibility> for more info. on FSA-eligible products & services incl. an A-Z look-up tool.

\*\* Overnight camp and school tuition are not FSA-eligible; day camp is eligible when utilized as 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; monies paid to a provider who doesn’t report the funds as income on his/her taxes aren’t FSA-eligible.

Flexible Spending Plans administered by...

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