

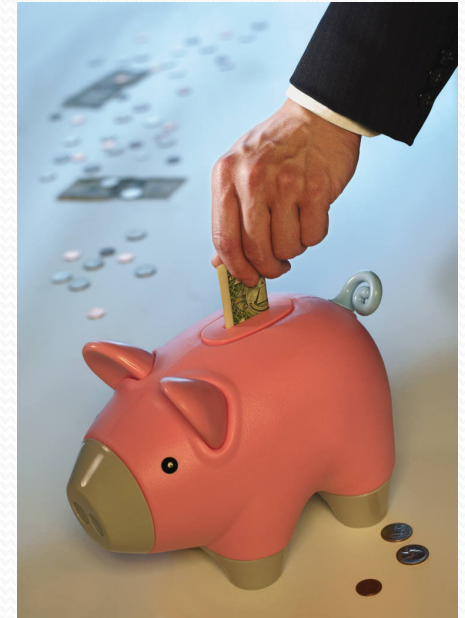
State of Oregon
Flexible Spending and Commuter Accounts
www.asiflex.com/ORPEBB

*Presented by:
Linda Freeze*



What are FSAs?

- Flexible **Spending** Accounts
 - Year-to-year account
 - Set aside pretax dollars
 - Pay for current year expected expenses
 - May enroll in or not enroll in any health insurance plan under PEBB
 - Two Accounts:
 - Health Care FSA
 - **Deductibles, Co-Pays, Office Visits, Medical, Dental, Vision**
 - Dependent Care FSA
 - **Daycare, after-school care, pre-school, nursery school**



Want a FSA?

**IF YOU WANT A HEALTH CARE OR
DEPENDENT CARE FSA FOR 2023 YOU
MUST DO OPEN ENROLLMENT
DURING THE MONTH OF OCTOBER!**

**IF YOU DON'T DO OPEN
ENROLLMENT; YOU DON'T GET AN
FSA!!**

THIS ISN'T CORRECTABLE!!!

How does it work?



IRS Regulated FSA Rules



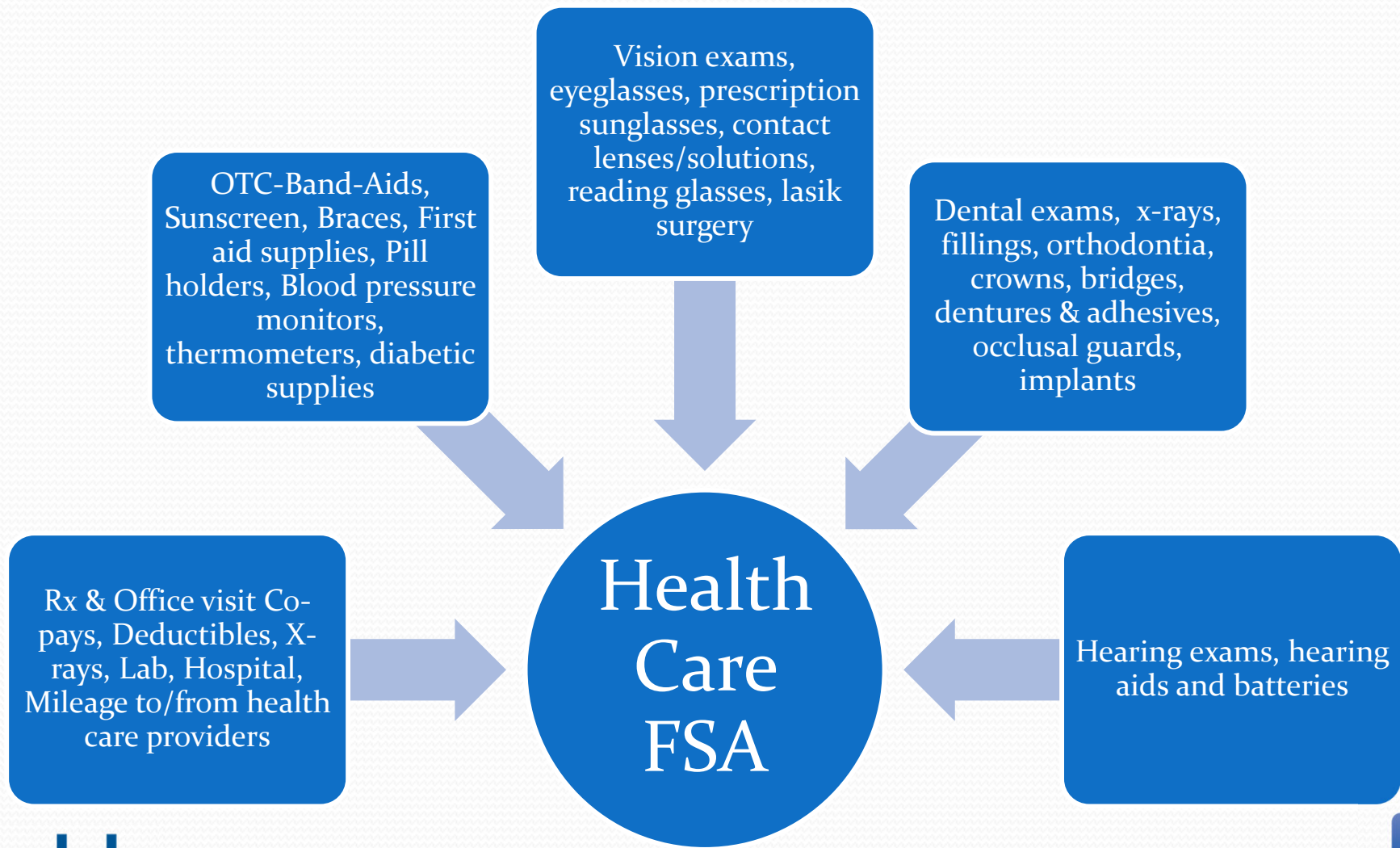
- **Enroll every year** with a new election
- **Spend** all funds during the year
- Expenses must be **incurred** during your period of coverage, or plan year
- Do **not have to be covered** under PEBB's health insurance
- Use to pay expense for **spouse and dependent children**
 - **Can't use for your Domestic Partner**
- Election **remains in effect** for the plan year unless you experience a qualified status change (QSC)
- Can **access all health care funds anytime** during the year
- Unused funds are **forfeited**
- **Grace Period** 2 ½ months through March 15

How to avoid forfeitures



- It's easy!
 - Plan for **predictable and recurring** expenses
 - Expenses you **know** you will have during the year
 - **Review** prior year expenses as a guide
 - Be **conservative** (you are locked in once enrolled)
 - Use online **tools** at **www.asiflex.com/ORPEBB**
 - Expense estimator
 - Eligible expense listing
 - FSASore.com resource for OTC products
 - Remember, you have an additional 2 ½ months to spend!

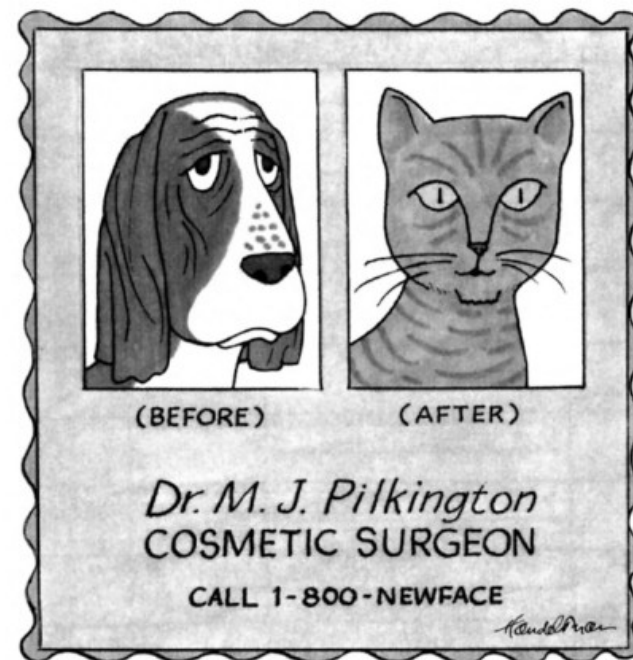
Health Care FSA - \$2,850 Per Subscriber



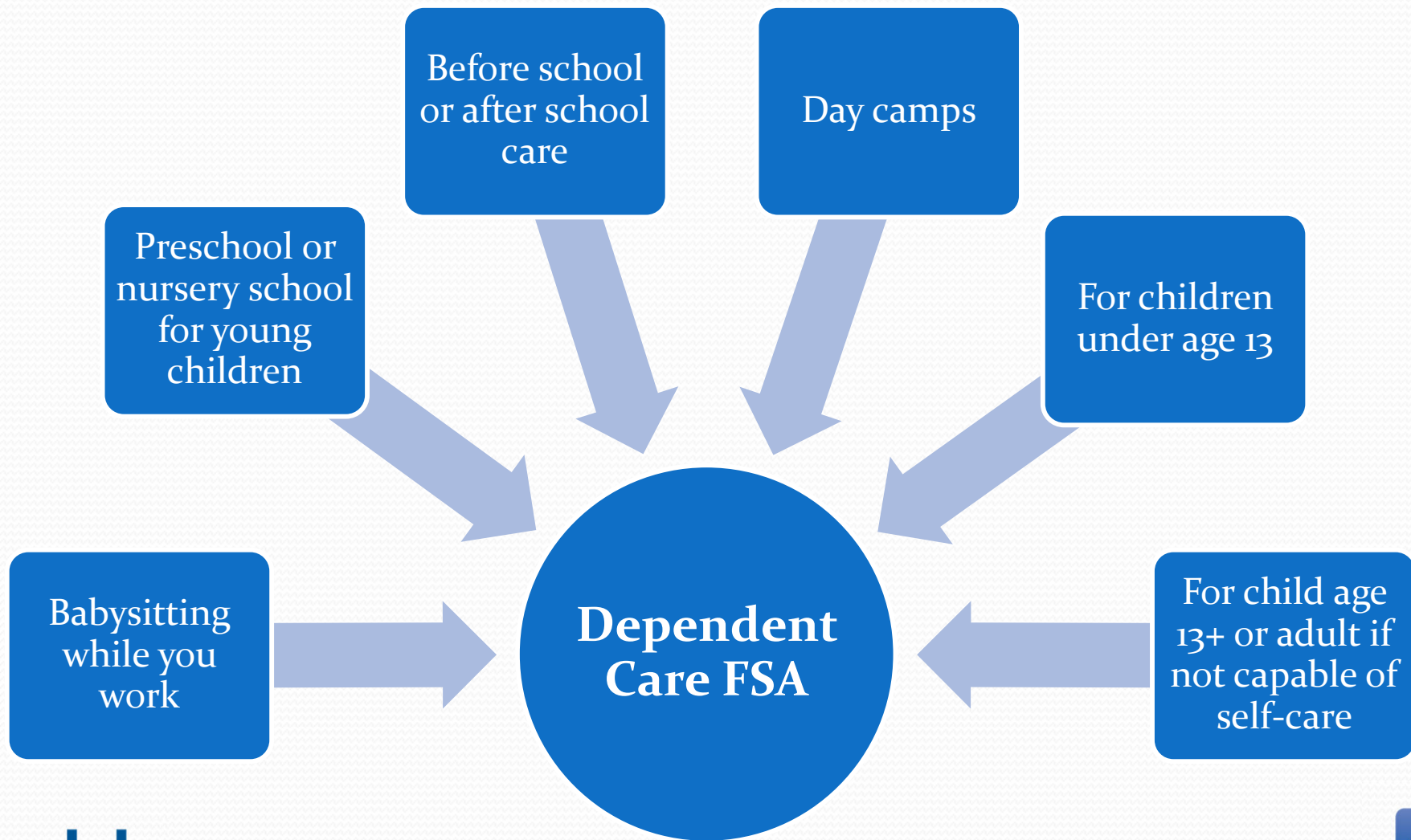


Ineligible Health Care Expenses

- Services not provided yet; pretreatment estimates
- Cosmetic treatments or medications
- General health and well-being
- Illegal operations
- Expenses paid by insurance
- Diapers, maternity clothes
- Insurance Premiums
- Dancing, swimming lessons
- Holistic, natural remedies, vitamins
- Warranties



Dependent Care-\$5,000 (**family limit**)*



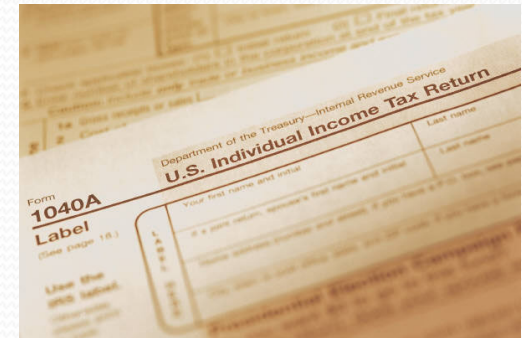
*\$2,500 if married and filing separate income tax returns.
See IRS Publication 503 for more details.

Let's talk DC FSA

- If you are having a baby wait until you are ready to put baby in daycare to start this FSA, not when baby is born or during OE
- If your daycare situation changes in 2023 make sure to notify PEBB within 30 days to adjust your FSA; if you wait longer, you may not be able to adjust
- Make sure to turn in claims timely to ensure you do not lose your funds
- This is ***NOT FOR HEALTHCARE FOR YOUR DEPENDENTS!!!!!!!!!!!!***

Compare FSA to Tax Credit

- Dependent Care FSA
 - \$5,000 for *one or more* dependents
- Tax Credit
 - Limited to \$3,000 for one dependent; or \$6,000 for two or more dependents
- Consult tax advisor to determine best option
- Both you and dependent care provider must report on personal tax return





Ineligible Dependent Care Expenses

- Services not provided yet
- Educational or tuition expenses
 - Kindergarten or higher education
- Overnight camp expenses
- Services provided while you are on vacation, holidays, leave-of-absence
- Divorce situations – only expenses incurred by custodial parent are eligible
- Expenses in excess of \$5,000 per family per calendar year



Don't
FORGET!



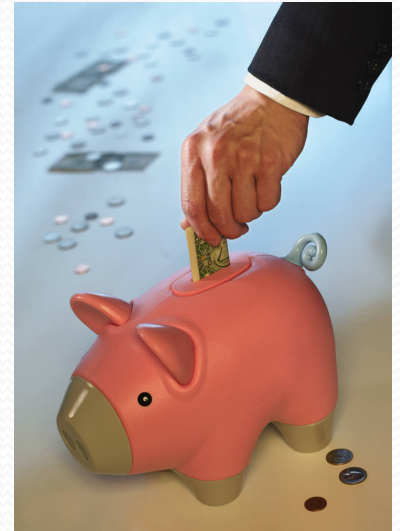
Important Dates

- Claims must be incurred:
 - January 1 through March 15 of the following year (14 ½ months) (or your months of coverage)
 - Incurred means that you have actually had the service provided, or that you have secured the product, that gave rise to the expense; regardless when or if paid
- Deadline to Submit Claims:
 - March 31
 - Don't wait until the last minute as you may miss the date!

What are Commuter Benefit Accounts?

- Set aside pretax dollars
- Pay for current month commuting expenses
- Parking Accounts
 - Parking at your place of employment, or at a place from which you commute to work
 1. Pretax employer-sponsored parking; or,
 2. Parking Reimbursement Account

You can't have BOTH; just one!
- Mass Transit/Van Pool Account
 - Bus, rail, ferry, van pool



How does it work?



- Choose one parking account
 - If you park at a State-owned lot, the State will deduct the cost from your paycheck pretax
 - If you park at another location that is not State-owned, you choose how much to set aside into a parking reimbursement account pretax
- Transit or Van Pool
 - If you incur expenses to commute to work, you can elect how much you wish to set aside into a transit reimbursement account pretax

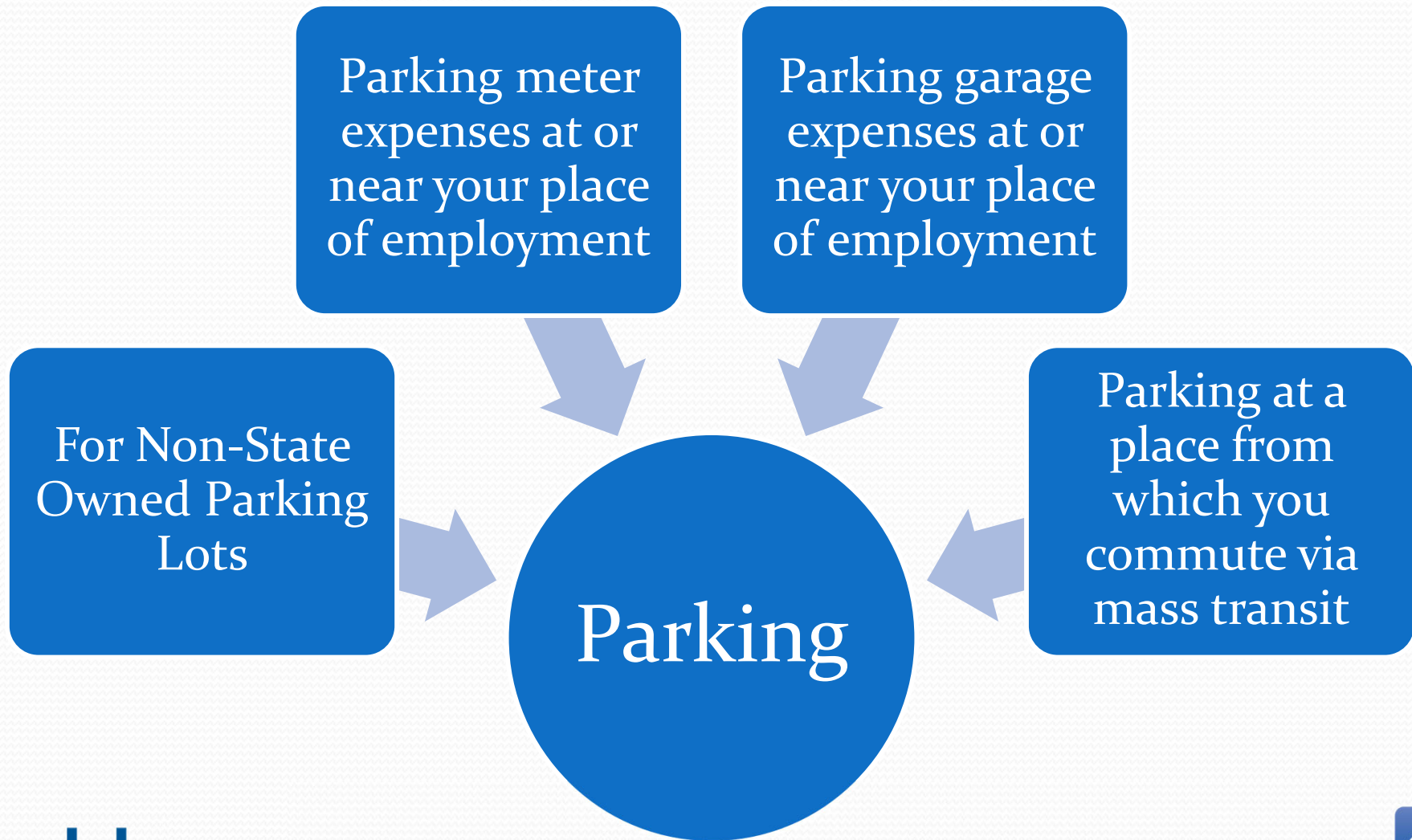


IRS Regulated Rules



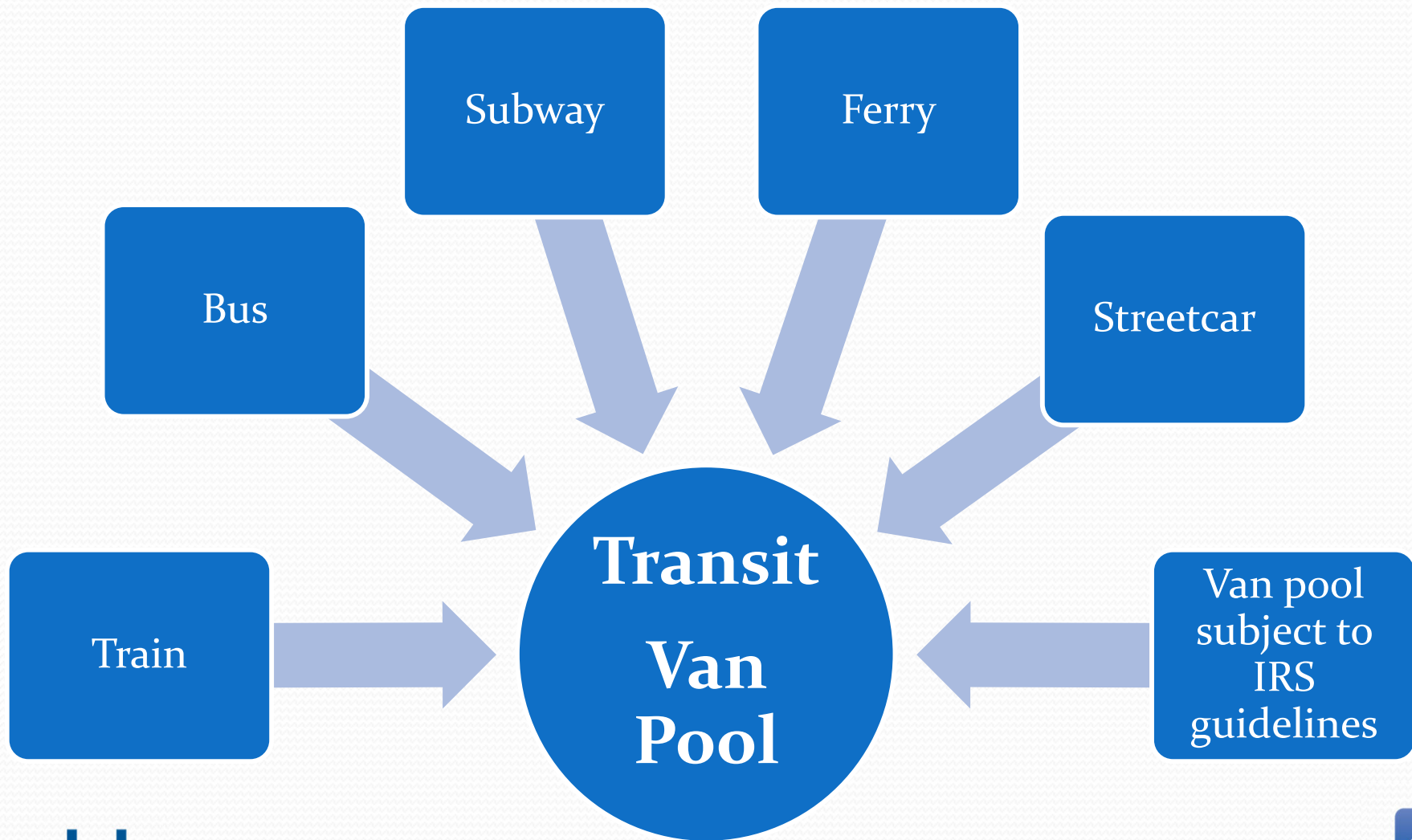
- Your election is a month-to-month choice
- As you incur parking or transit expenses, you submit a claim to be reimbursed
- Expenses must be incurred during your period of coverage
- You can enroll, change or cancel your election at any time
- You can be reimbursed up to the IRS monthly limit
- Unused funds are forfeited after 6 months

Parking Reimbursement Account – \$280 per month*



*Limits are set annually by IRS regulations.

Transit or Van Pool Reimbursement Account - \$280 per month*



*Limits are set annually by IRS regulations.



Ineligible Commuter Reimbursement Account Expenses

- Parking or transit expenses that are not specifically necessary for your commute to work
- Parking at a State-owned lot that is already paid pretax from your paycheck
- Bicycle or repairs
- Uber
- Gas or fuel, vehicle repairs, etc.

IRS Required Claim Substantiation



- IRS requires you to:
 - **Certify** that the expenses are eligible and that you have not been reimbursed and will not seek reimbursement under any other source
 - Provide **third-party documentation to substantiate** the details about the expenses you have incurred
 - Exception: If documentation is not available, explain why it is not available (example: metered street parking)
- Claim Form
 - Required for manual submissions sent by mail or faxed
 - Not required for online claim filing nor debit card



Important

- Deadline to Submit Claims:
 - **March 31** for expenses incurred during previous calendar year
 - Don't wait until the last minute as you may miss the deadline
- Accounts with no activity in previous 180 calendar days (**6 months**)
 - Terminated and balance forfeited

Important



- University Members Only
 - Please make sure you mark correctly the number of contributions per year and which months there will be no contribution when enrolling online.
 - Failure to get this correct can affect your balances.

Summary for employee of 58030 Oregon State University (Open)

Number of Contributions per year:
 9 10 11 12

No Contribution Months for the year:
 June July August September

Action	Plan Type/Plan Name
Enroll	Dependent Care Flexible Spending Account
Enroll	Health Care Flexible Spending Account
Enroll	Transportation
Enroll	Parking

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ASIFlex Corrections

What happens prior to January 1, 2023?

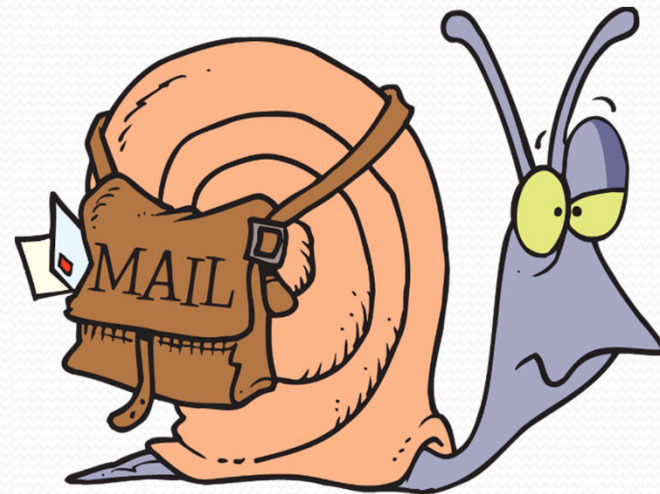
- PEBB/Agencies will adjust any 2023 FSA effective January 1, 2023 only if requested by **December 9, 2022.**
- No enrollment in an FSA if the member didn't do OE during October.

The goal is to make sure members understand their selections, amounts and possible penalties if they fail to correct issues prior to January 1, 2023

ASIFlex Corrections

PEBB Mailings to verify ASIFlex Enrollments

- ASIFlex members will receive one USPS mailing and one email after Open Enrollment per FSA/Commuter Benefit enrollment
 - **Health Care = Blue**
 - **Dependent Care = Pink**
 - **Parking = Orange**
 - **Transportation = Green**



ASIFlex Corrections

What will these mailings do?

- Clarify what plan the member selected during OE
- Explain what the plan actually covers or can do & maybe what it can't do
- How much per month member is contributing
- How many months per year member is contributing
- How/when member can correct selection if not correct
- What happens if member doesn't make corrections timely



ASIFlex Corrections

What happens as of January 1st?



- All ASIFlex issues come to PEBB as an appeal
- PEBB will **NOT ALLOW** any cancellation or switching of a HCFSA or DCFSA after 12/31 unless a QSC for cancellation
- **NO** retro enrollment/corrections to an FSA account (this means the member could lose money)
- **NO** enrollments if the member did or didn't do OE during October unless a QSC
- PEBB will **NOT** allow prospective increases/decreases in all FSAs unless a QSC
- PEBB will fix the number of months prospectively

Customer Service



Website

www.asiflex.com/ORPEBB



E-Mail

asi@asiflex.com



Phone

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Address

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5 a.m. to 5 p.m. PT Monday – Friday
7 a.m. to 11 a.m. PT Saturday

Customer Service

- PEBB Office Hours
 - 7 AM to 6 PM (October 1-31)
- Call PEBB: (503) 373-1102
- Fax PEBB: (503) 373-1654
- Email PEBB: inquiries.pebb@dhsoha.state.or.us
- Enroll: www.pebbenroll.com
- PEBB Forms:
<https://www.oregon.gov/OHA/PEBB/Pages/forms.aspx>
- Plan Info: www.pebbinfo.com

