

Oregon Public Universities PEBB State of Oregon

Flexible Spending Accounts
Commuter Benefit Accounts

January 1, 2021



What's new for 2021?

- Health care FSA account maximum
 - Maximum contribution limit increased to \$2,750
- Commuter reimbursement accounts
 - Maximum contribution limit increased to \$270
- Eligible over-the-counter products list expanded

Flexible Spending Accounts-FSAs

- Flexible Spending Accounts
 - Year-to-year account
 - Set aside pretax dollars
 - Pay for expenses not covered by insurance
 - Two Accounts:
 - Health Care FSA
 - Deductibles, Co-Pays, Office Visits, Dental, Vision and over-the-counter products
 - Dependent Care FSA
 - Daycare, after-school care, pre-school, nursery school



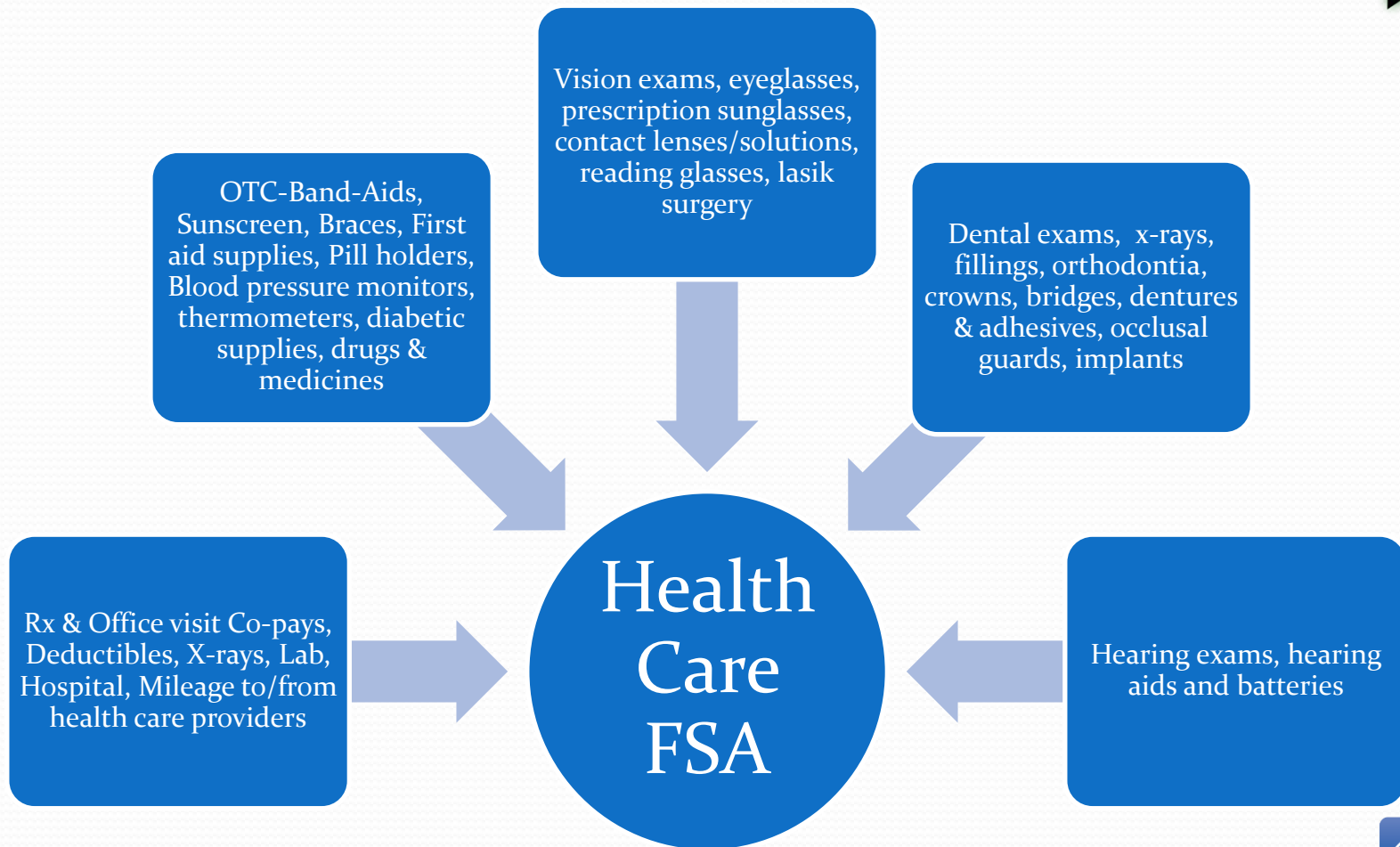
FSA IRS Regulated Rules

- **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 the State's health insurance
- Use to pay expense for **spouse and dependent children**
- Election **remains in effect** for the plan year unless you experience a qualified change in status
- 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**
 - Use online **tools** at **www.asiflex.com/ORPEBB**
 - Expense estimator
 - Eligible expense listing
 - FSASStore.com resource for OTC products
 - Remember, you have an additional 2 ½ months to spend!

Health Care FSA - \$2,750



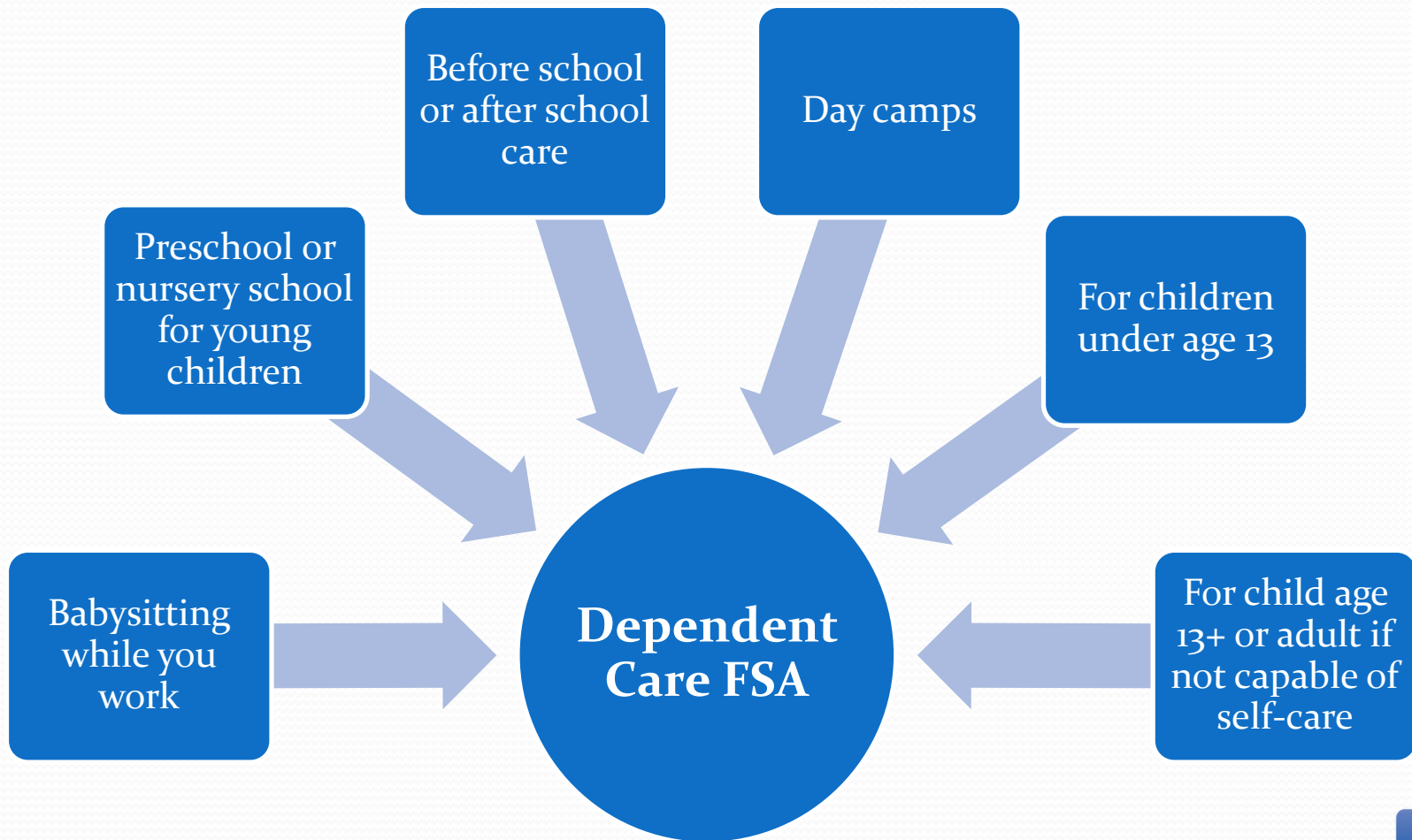
Expanded OTC product list



General OTC Health Care Products	OTC Drugs and Medicines
Athletic Braces & Supports Baby Monitors, Thermometers, Nasal Aspirators Bandages, Tape, Gauze & Pads Birth Control, Pregnancy & Fertility Kits Breast Pumps & Accessories Blood Pressure Monitors Contact Lens Solutions, Cases & Rewetting Eye Drops Denture Adhesives & Cleansers Diabetic Supplies, Monitors, Test Strips, Insulin Eye Glass & Lens Cleaners, Reading Glasses First Aid Kits, First Aid Treatments & Supplies Glucosamine Supplements, Glucose Tablets Hearing Aid Batteries Home Medical Equipment Heating Pads, Hot & Cold Packs Home Diagnostic Kits, Tests & Devices Incontinence Products, Catheters, Ostomy Supplies Lip Balm SPF 15+ and broad spectrum Medical Monitors & Testing Devices Menstrual Care Products Motion Sickness Aids & Wristbands Orthopedic & Surgical Supports Pill Boxes, Cutters, Sorters & Organizers Prenatal Vitamins Shoe Insoles & Inserts Sunscreen & Lip Balm SPF 15+ and broad spectrum Thermometers, Vaporizers & Inhalers Walking Aids, Canes, Crutches & Wheelchairs	Acne Treatments Allergy Medicine Antacids & Acid Controllers Anti-Fungal Treatments Anti-Itch Treatments Antiparasitic & Lice Treatment Aspirin & Baby Aspirin Callus & Corn Removers Chest Rubs Children's Cold & Allergy Medicines Cold Sore Treatments Cough Drops & Spray Cough, Cold & Flu Medicine Diaper Rash Cream Ear Drops & Wax Removers External Pain Relievers Eye Drops Fever and Pain Relievers Hemorrhoidal Treatments Laxatives Nasal Spray Nicotine Gum & Patches Oral Pain Relievers Pain Relieving Creams & Pads Sleep Aids Stomach & Digestive Aids Topical Skin Treatment Wart Removers



Dependent Care FSA - \$5,000*



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

Commuter Benefit Accounts

- Reimbursement Accounts
 - Month-to-month account
 - Set aside pretax dollars
 - For commuting expenses to and from work
 - Does not include gas, car repairs, bicycle, etc.
 - Two Accounts:
 - Parking – parking at or near your place of business
 - Transit/Vanpool – Bus, train, subway, streetcar, ferry, vanpool to commute to work



Commuter 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



Parking Account - \$270/month



Parking meter expenses at or near your place of employment

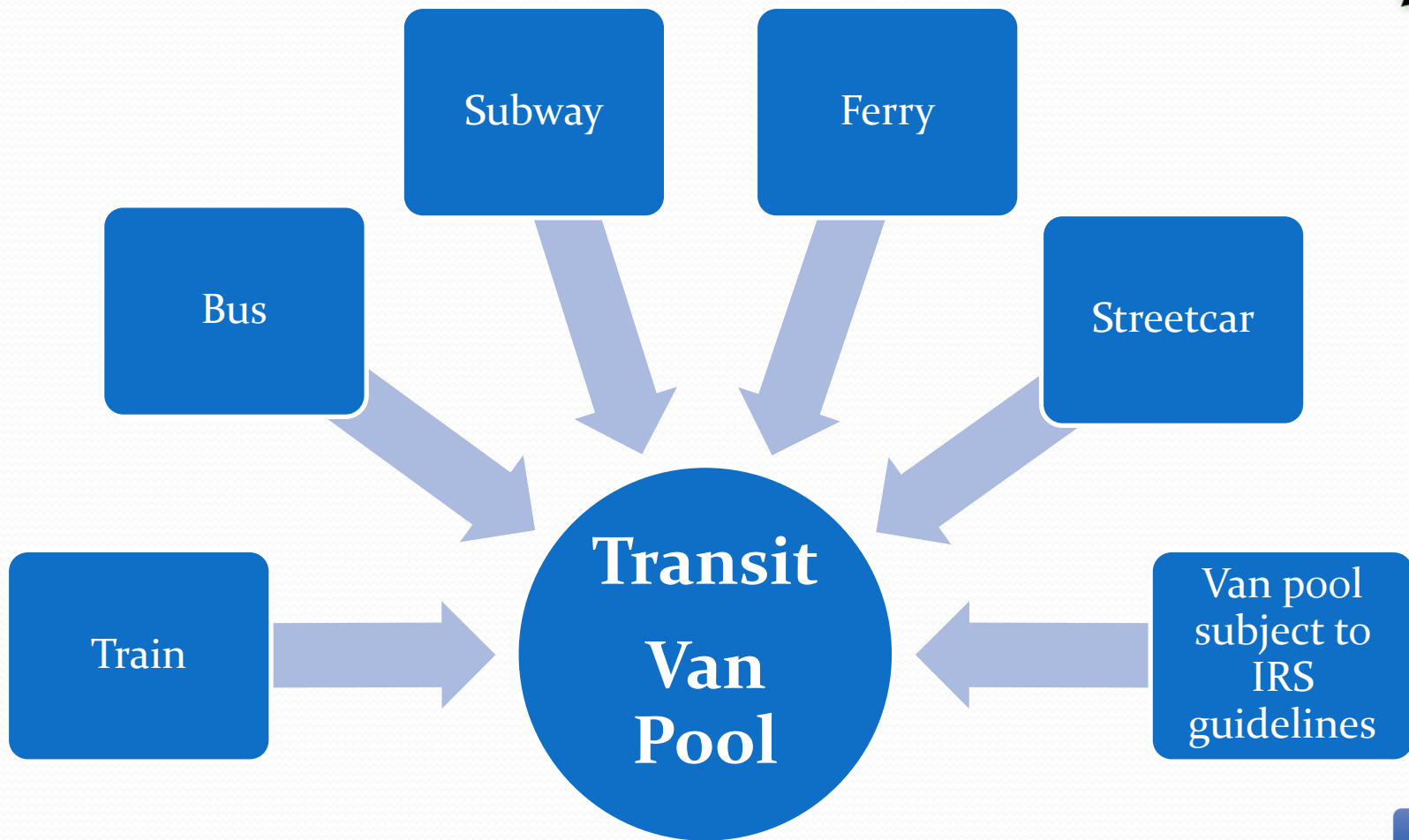
Parking garage expenses at or near your place of employment

For Non-State Owned Parking Lots

Parking at a place from which you commute via mass transit

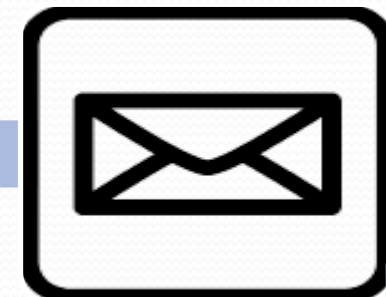
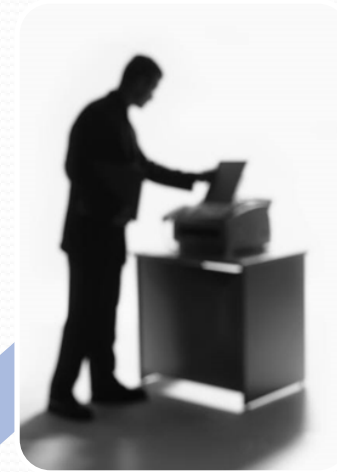
Parking

Transit or Van Pool Account - \$270/month



Multiple Claim Filing Options

Mobile App



ASIFlex Card - FREE

- Health Benefit Card
 - Provides an easy way to pay
 - **Use of the card is not a paperless process**
 - You still must provide documentation upon request
 - Use of the card is regulated by IRS
- Can order free set of two cards
- Current cardholders keep card which is reloaded with 2021 election amount
- Review ASIFlex.com/DebitCards
 - FAQs
 - Quick Guide
 - Wallet Card



Swipe, Ask & Go!



- How to use the card
 - Swipe the card as a credit card and sign; or as debit card and enter PIN
 - Ask the provider for an itemized statement of each service provided
 - Once you have received the itemized statement you can go on your way
- Save itemized statement and insurance plan EOBs and submit to ASIFlex upon request
 - Submit via mobile app, online or toll-free fax



Online Resources

www.asiflex.com/ORPEBB

- Access your FSA account detail
 - View or print account statement
 - Submit claims
 - Review messages sent to you
 - Manage your personal settings
- ASIFlex Card information
- Extensive eligible/ineligible expense listing
- FSA Store - thousands of eligible FSA products
- Frequently Asked Questions
- Expense Estimator & Tax Savings Calculator
- Educational videos
- IRS Forms & Publications



Important Dates

- Open Enrollment dates for 2021
 - October 1 – 31, 2020
- Time to incur FSA expenses
 - January 1, 2021 through March 15, 2022
 - Incurred means that you have actually had the service provided, or that you have secured the product, that gave rise to the expense
- Deadline to submit FSA claims
 - March 31
- Commuter accounts with no activity in previous 180 calendar days
 - Terminated and balance forfeited

Customer Service



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



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