

Suffolk County Community College

College Brief

NO. 122 April 12, 2021

TO: The College Community

FROM: Angelica Rivera
 Assistant Vice President for Human Resources

SUBJECT: Additional Updates to Pre-Tax Flexible Benefits Program in Light of COVID-19

As part of our continuing effort to provide members of the Pre-Tax Flexible Benefits Program with important updates pursuant to the American Rescue Plan Act of 2021, please be advised of the following as described in the attached file:

- **Personal Protective Equipment (PPE)**, such as masks, hand sanitizers and sanitizing wipes are approved for FLEX reimbursement retroactively to January 1, 2020. If you have had a claim previously denied, Flexbene, the County's Pre-Tax Administrator, will be reviewing and adjusting these denials accordingly.
- **Dependent Care (in 2021 only)**, maximum pre-tax limit has increased to \$10,500 for a single and married couple filing a joint tax return **OR** \$5,250 for a married taxpayer filing separately.

If you have any questions or require additional information regarding your Pre-Tax Flexible Benefits, please contact Flexbene by telephone at 1-800-836-8100, 631-863-8887 or via email at info@flexbene.com or flexbene@flexbene.com

Should any additional changes be adopted, we will be sure to pass along the information.

2021 NEW COVID-19 FLEX CHANGES



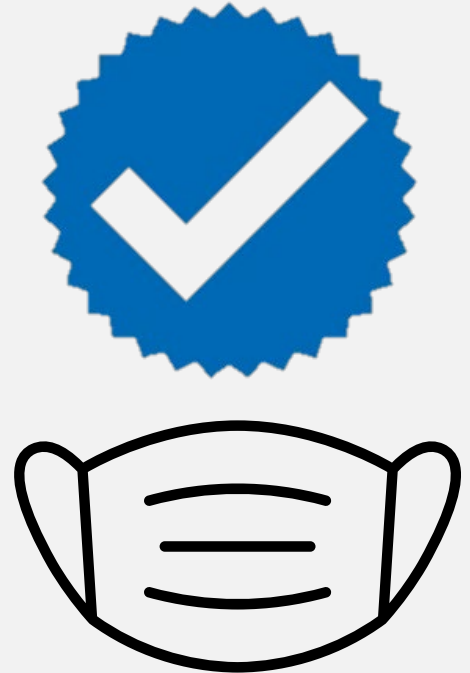
DUE TO THE AMERICAN RESCUE PLAN ACT 2021

***NEW* FSA ELIGIBLE EXPENSES**

ENACTED 3/26/2021

- ✓ MASKS
- ✓ HAND SANITIZER
- ✓ SANITIZING WIPES
- ✓ PERSONAL PROTECTIVE EQUIPMENT (PPE) FOR PRIMARY PURPOSE OF PREVENTING THE SPREAD OF COVID-19

RETROACTIVE FROM 01/01/2020
IF YOU HAVE HAD A CLAIM PREVIOUSLY DENIED –
WE ARE REVIEWING AND ADJUSTING THESE DENIALS ACCORDINGLY



DEPENDENT DAY CARE CHANGES

- ***FOR 2021 ONLY***, THE MAXIMUM PRE-TAX LIMIT HAS INCREASED TO:

\$10,500 FOR SINGLE AND MARRIED COUPLE FILING JOINT TAX RETURN **OR** \$5,250 FOR MARRIED TAXPAYER FILING SEPARATELY

CARRYOVER CHANGES

- **UNLIMITED** CARRYOVER FOR UNUSED 2020 HEALTH FSA PRE-TAX DOLLARS TO 2021 PLAN YEAR*
- **UNLIMITED** CARRYOVER FOR UNUSED 2020 DEPENDENT DAY CARE FSA PRE-TAX DOLLARS TO 2021 PLAN YEAR*

**Pre-tax dollars cannot be transferred between election categories.*

**This is a COVID-19 specific change period. This is not expected to continue in 2022.*

QUESTIONS MAY BE DIRECTED TO FLEXBENE BY EMAIL (info@flexbene.com) OR BY PHONE (800-836-8100)