

Sign up **NOW**
for the
2024
Plan Year!

Flexible Spending Benefits City of Newton

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; orthodontics; prescription medications; over-the-counter ‘medicines’ (not vitamins or supplements); prescription eyeglasses, contact lenses, laser eye surgery, mental health services, alternative health therapies (e.g. chiropractic, acupuncture), **MORE!**

Max. Annual Health Care Election: \$3,050.

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.

Grace Period. Health Care FSA participants get an **extra 75 days** at the end of the plan year to spend down the prior year’s available balance.

HSA Ineligibility. If you or your spouse has a Health Savings Account (‘HSA’), you are not eligible for the Health Care FSA plan.

Make Your
Money Go
UP
TO **30%**
Further!

depending on your
tax status

- ◆ **DEPENDENT CARE.**** For your dependent children under age 13, elderly dependents, and dependents with special needs. Eligible expenses include day care, preschool, before/after school care, day camp, and elder day care.

Max. Annual Dep. Care Election: \$5,000. per family.

- ◆ **COMMUTING[†]:**

- **TRANSIT PLAN.[†]** For the participant’s **mass-transit** expenses (subway, train, bus, trolley, commuter boat, vanpools) for commuting to/from work. NOT for tolls, taxis, car & ride-hail/ride-share services, or another person’s mass-transit expenses. **Max. Monthly Election: \$300** (up to \$3,600 per year)

- **PARKING PLAN.[†]** For the participant’s parking expenses at their place of work or mass-transit lot. Not for residential or non-work parking, or another person’s expenses. **Max. Monthly Election: \$300.** (up to \$3,600 per year)

* Not all Health Care expenses are FSA-eligible, such as: cosmetic procedures or products (e.g. Botox, teeth whitening, veneers, etc.), couples/family counseling, general health/wellness expenses (i.e., toothbrushes, toothpastes, non-prescription sunglasses, gym dues, etc.), and federally non-permissible products. Some healthcare-related expenses, such as medical equipment and some services, may require a physician’s Letter of Medical Necessity in order to be FSA-eligible. Visit <https://fsastore.com/CPAEligibility> for more info. on specific products & services.

** Overnight camp and school tuition for kindergarten and up are not FSA-eligible; day camp is eligible when utilized as a form of 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; money paid to a childcare provider who doesn’t report it as income on their taxes is not FSA-eligible.

† The Transit and Parking plans are participant-only benefits and not for spouse or dependent’s expenses. Transit plan is for mass-transit service as described above; vanpool = a van that seats 6+ adults and a driver used exclusively to transport workers to/from work; tolls, taxis, car/ride-hail/ride-share services are not eligible. Monthly expense cap shown reflects max. federal tax benefit; Mass. tax benefit is \$150/mo.

Enroll by **11/30/2023**
for the
1/1/2024 – 12/31/2024
Plan Year

Complete an “Authorization for Pre-Tax Payroll Reduction” form and send it to **Human Resources (NPS Human Resources for Newton Schools employees)** by the date shown above.

Already in the plan? Log-in to your employee **account portal** via our website, www.CPA125.com, and re-enroll for the 2024 plan year prior to the deadline.

NOTE: Re-enrollment is NOT automatic!

Benefit Cards

New Health Care FSA enrollees will receive **2 cards** that can be used at most medical facilities, dental offices, optical shops & pharmacies for eligible expenses.

Cards for the Transit and/or Parking benefits may be used at many transit points of purchase or parking facilities, as applicable, from accrued funds.

Keep your FSA cards! They will reload for each plan year that you re-enroll.

Track Your Account and File Claims 24/7!

Log in to your **employee portal** via our website, www.CPA125.com, or our app: **CPA Flex Mobile.**

Flexible Spending Plans administered by...

CAFETERIA PLAN ADVISORS • An ALERA GROUP Company | 120 LONGWATER DR., STE. 102, NORWELL, MA 02061 | CPA125.COM

TEL.: 781.848.9848 | FAX: 781.848.8477 | E-MAIL: INFO@CPA125.COM