The **Consolidated Appropriations Act of 2021** was signed into law on December 27, 2020. Included are various options employers may choose to add to their Flexible Spending Account (FSA) plans to provide relief for employees whose FSA elections may have been negatively impacted by the COVID-19 pandemic.

The College has elected the following options that will apply to employees who have elected a Healthcare, Dependent Daycare, or Limited (for Cigna Choice HSA participants only) FSA for 2021:

Healthcare/Limited Flexible Spending Accounts

- Will allow a participant who does not have a qualifying event to make a prospective change to their current election (stop, increase, or decrease deductions to an amount no less than what has already been claimed).

- Will allow a 100% carryover of unused funds for the plan year ending 12/31/2021. The carryover from 2020 to 2021 was a maximum of $550.00.

- Will allow a participant who terminates prior to the last day of the plan year (12/31/2021) to continue to incur expenses through 12/31/2021.

Dependent Daycare Flexible Spending Accounts

- Will allow additional time for active participants to incur expenses to be used towards their Dependent Care balance for the plan year ending 12/31/2020. The last day to incur expenses will be 6/30/2021, submitted by 7/30/2021. Note – participants will only have access to funds contributed in 2020. The same will be permitted for the 2021 plan year (incur by 6/30/2022 and submit by 7/30/2022).

- Will allow the maximum age of an eligible dependent to increase (through age 13, currently through age 12).

- Terminated employees will have the same rules.

- Will allow a participant who does not have a qualifying event to make a prospective change to their current election (stop, increase, or decrease deductions). Please note that many employees have inquired regarding receiving refunds of their Dependent Daycare contributions for 2020. The IRS has not permitted refunds to be given.

The options above were carefully considered and adopted by the College in an effort to mitigate financial difficulties employees may be experiencing with regards to their FSAs.

If you have any questions, please send an email to the Benefits team.