County of Santa Clara Flexible Spending Accounts®





HEALTHCARE FSA

Healthcare Flexible Spending Account (HFSA)

With rising healthcare costs, every penny counts!

- **Annual Election:** Set aside **pretax** dollars to be used toward eligible healthcare expenses throughout the plan year
  - Annual election must be within IRS maximum contribution limit $3500
  - **100%** of annual election available on day one
- **Grace Period** runs for 2½ months after the plan year ends March 15, 2028
- **Runout Period** runs for 90 days (last day to submit expenses is March 31, 2028)



View current IRS limits at www.tasconline.com/benefits-limits/

Healthcare FSA: Eligible Expenses







- Copays and deductibles
- OTC drugs / medications
- Prescriptions/Rx
- Dental / orthodontia care
- Vision care
- Disability expenses
- Vaccinations
- Smoking cessation programs

Ineligible Expenses:

- Insurance premiums
- Cosmetic procedures
- Vitamins / supplements
- Diet products / food
- Health club fees
- Non-prescription glasses

View complete list of eligible and ineligible expenses at www.tasconline.com/eligible-expenses/

TASC®



DEPENDENT CARE ACCOUNT

Dependent Care Account



$7500 max contribution per year

- Elect pretax dollars annually to pay for eligible dependent care expenses
- **Grace Period** runs for 2½ months after the plan year ends March 15, 2028
- **Money In, Money Out:** Dependent Care funds are only available *as* they are contributed to the Plan via payroll.
- Dependent Qualifications:
  - Individual that regularly spends at least 8 hours a day in your home
  - Dependent care for children under age 13
  - Dependent who is physically or mentally incapable of self-care
  - Your daycare provider must claim your payments as income and pay tax
  - Review *Dependent Care Qualifications Flyer* for complete details

Dependent Care Account: Eligible Expenses





- Daycare expenses
- Before and after school care
- Nanny expenses
- Nursery school
- Registration fees
- Elder care

Ineligible Expenses:

- Tuition
- Transportation
- Activity fees / supplies
- Field trips
- Overnight camp

View complete list of eligible and ineligible expenses at www.tasconline.com/eligible-expenses/



Commuter Benefits Parking and Transit

Use pretax dollars for work-related transit and parking expenses



- The Transportation Equity Act makes it possible for employees to contribute pretax dollars to a Transit and/or Parking Account to pay for qualified work-related transportation expenses.
- Depending on your tax bracket, you can save up to 40% on your commuting and parking costs by using pretax dollars—a significant tax benefit that reduces your taxable income.



- The 2027 maximum monthly election is $350
- Any funds not used will rollover to the next plan year after the 90 day run out ends on 3/31/2028 and the plan year finalizes.



WHAT ARE ELIGIBLE COMMUTER EXPENSES?

TRANSIT ACCOUNT

- Public transportation *(bus, ferry, subway, train)*

- Vanpool *(at least six adult passengers with 80% of the vehicle's mileage going toward commuting)*

- Ride sharing services (e.g., UberX Share or Lyft Share Rides; these expenses are not eligible unless they meet IRS requirements for vanpools above)



TRANSIT

INELIGIBLE EXPENSES

- Gas
- Tolls
- Ride sharing services (e.g., UberX Share or Lyft Share Rides; these expenses are not eligible unless they meet IRS requirements for vanpools)



WHAT ARE ELIGIBLE COMMUTER EXPENSES?

PARKING ACCOUNT

- Park and ride
- Parking Ramps
- Parking Meters



DECIDE **how much you want to contribute**

- Enroll in a Transit and/or Parking Account and elect a monthly amount
- The money you contribute to the account(s) can only be used by the participating employee for qualified work-related expenses and cannot be shared between accounts.
- The election can be changed or stopped on a monthly basis



HOW IT WORKS

- You can choose to participate in the Transit Account or the Parking Account, or both. When you enroll in the plan(s), you elect a monthly contribution for each account for the plan year, based on your anticipated expenses and IRS limits. That election is deducted from your payroll (before taxes)
- Commuter benefit funds are only available as money is contributed (money in, money out).



HOW IT WORKS

- You will receive a TASC Card® in the mail to use for eligible purchases. Simply swipe the card to pay for an eligible work-related expense, such as a subway pass or parking ramp fee, and the funds are directly withdrawn from your available account balance.



What happens with my commuter benefit if…

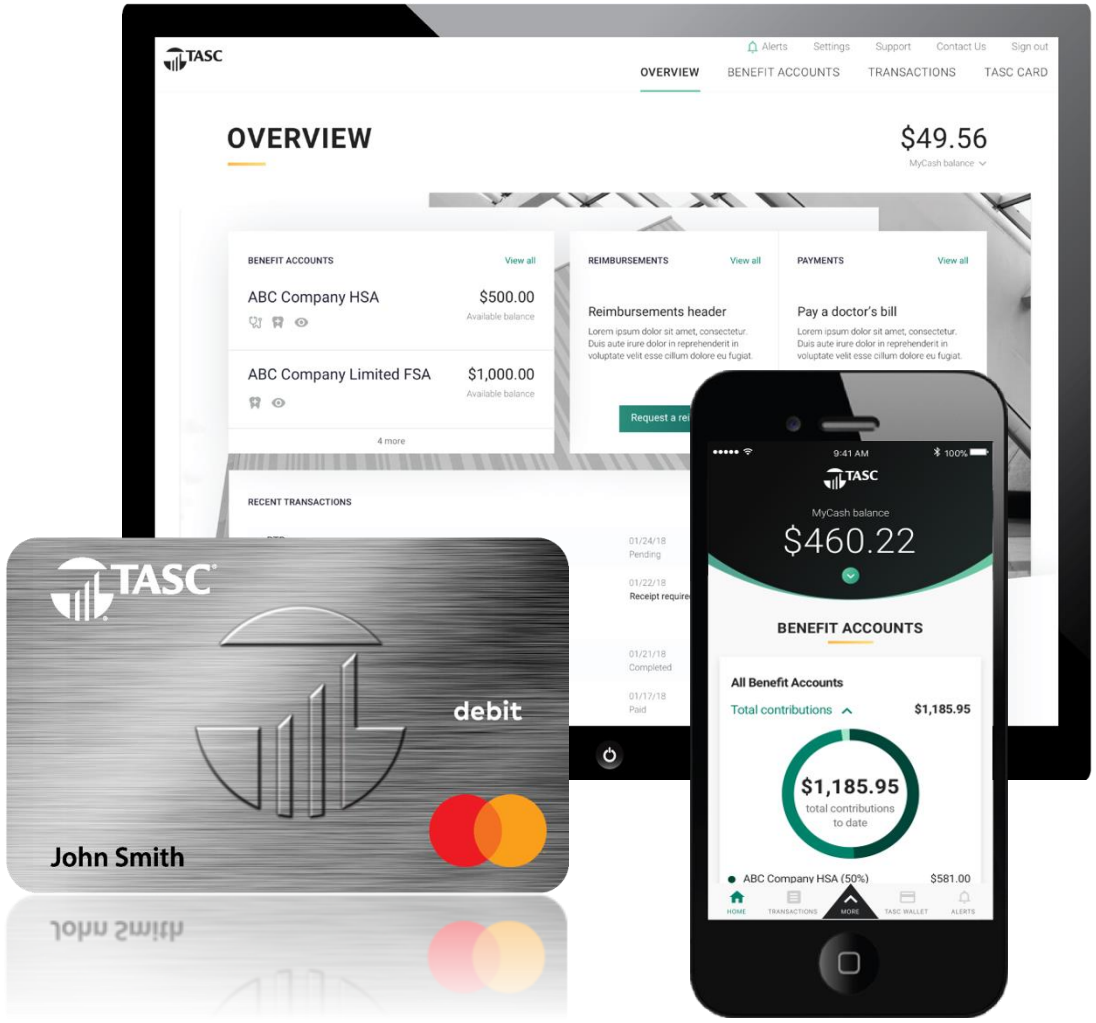
- **Employment terminated-** You will be able to submit expenses incurred from 1/1/2027 up until your termination date through the end of the run out period 3/31/2028 for funds in your available balance.
- **Stop deductions-** Expenses can be incurred through the last date of the plan year 12/31/2027 and can be submitted through 3/31/2028. Any funds remaining after the run out period will rollover into the 2028 plan year
- **Don't re elect for the 2027 plan year –** Any funds remaining will rollover into the 2027 plan year.



Plan Participation

Participant Features

- Online Account Management
- Convenient access to funds with TASC Card
- MyCash Account on Card
  - Faster reimbursement deposits
- Free Mobile App
- Daily Reimbursement Processing
- Dedicated Customer Support



How to Participate

- Enroll each year to participate
  (does not automatically renew)
- Elect your annual election for each benefit
- Pretax payroll deductions begin on plan year start date
- Access your benefit account funds to pay for eligible expenses





How to Access Funds



Availability of Funds

- **HFSA Funds**: The **total amount** of your Healthcare FSA annual contribution is available to you at the **beginning** of the Plan Year

  EXAMPLE: if your annual contribution is $1,500 and you have a medical expense of $500 during the first month of the plan, you would have access to the total amount of your annual contribution ($1,500) to cover the $500.

- **DCA Funds:** Available only as they are deducted from your paychecks (money-in, money-out)

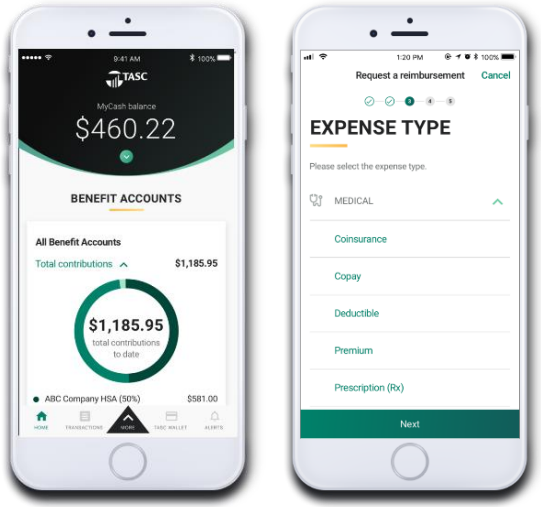
Note: Funds cannot crossover between each account type (e.g., HFSA funds cannot be used for dependent care expenses)

3 Ways to Access Funds

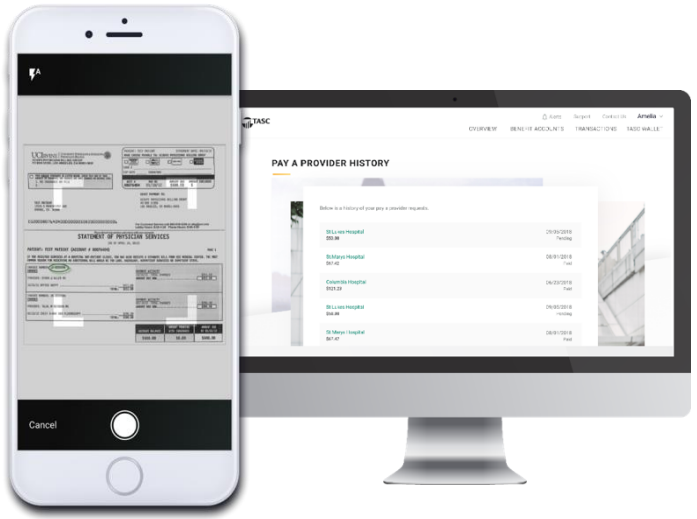
TASC Card
(Benefits Debit Card)



Request a Reimbursement



Picture to Pay / Pay the Provider



TASC Card



- Immediate access to benefit account funds to pay for eligible expenses, acting like a debit card
- Mailed to your home upon enrollment.

(if you have a card please hold onto it as it will be re loaded with your new elections)

- Card is accepted for eligible expenses only
  - MyCash funds on card may be used for ***any*** purchase!
- Replaces the need for requesting a reimbursement
  - Keep your receipts in the event verification is required



TASC Card Features

- Direct payment to provider or merchant from your funds
- No need to pay out-of-pocket and request a reimbursement
- Request one additional card for spouse/dependent at no cost
- Good for four years – automatically reissued
- **MyCash** account for reimbursed funds
  - Access via TASC Card for any type of purchase
  - Withdraw cash via ATM or transfer funds to bank account
  - Funds deposited within 12 hours of request! Faster than bank deposit

MyCash Account

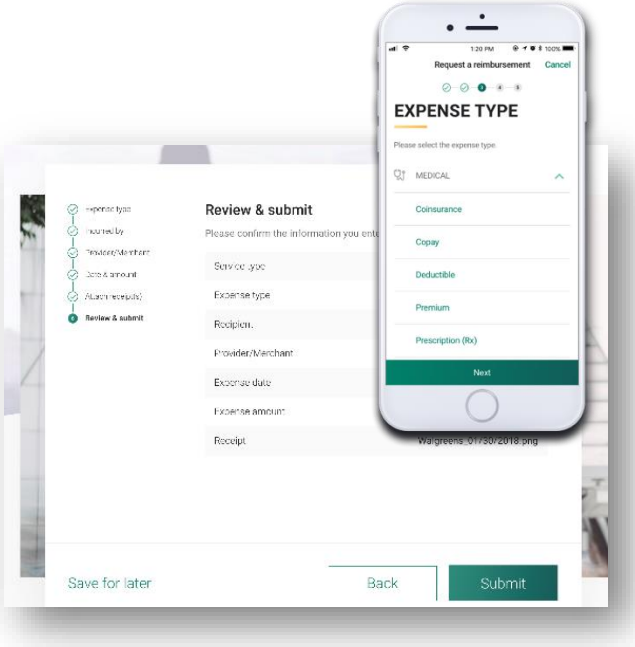
- Use MyCash funds just like cash at any retailer that accepts Mastercard
- Funded by reimbursement deposits
- Access MyCash funds for any purchase:
  - TASC Card (Mastercard accepted)
  - ATM cash withdrawal
  - Transfer to a personal bank account



- One transaction for benefit and retail purchases (smart-card technology)
- No expiration
- MyCash Manager online (view transactions, schedule a transfer)

How to Request a Reimbursement

- Methods to Request a Reimbursement:
  - Online via **tasconline.com** (sign in to your account)
  - TASC mobile app (sign in to your account)
    - Easily attach verification/receipt with camera tool





Documentation needed for manual claim online or mobile app

Healthcare FSA :

- date of service
- type of service
- charges incurred
- name of the provider
- any insurance paid on the expense, if applicable, for each claim

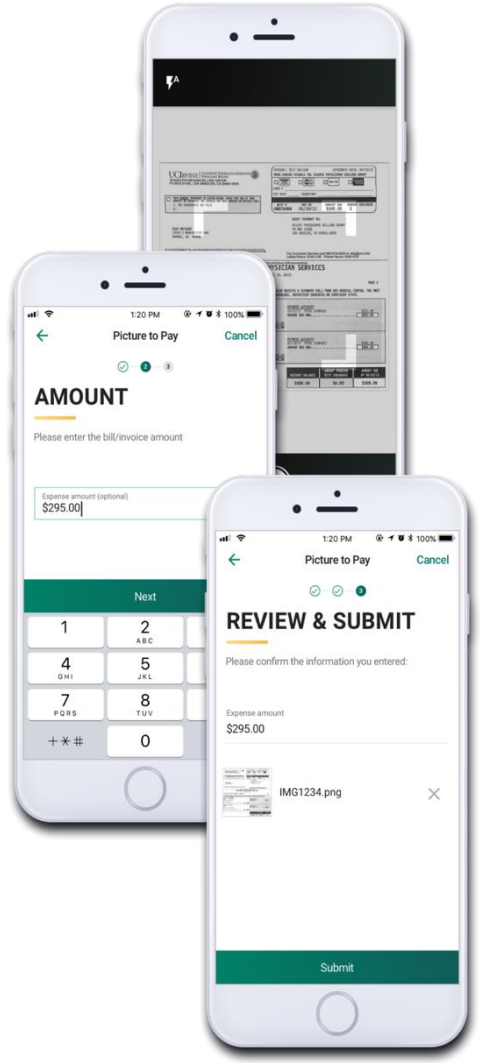
Dependent Care:

- Provider name and TAX ID or SSN
- Childs name
- Dates of service
- Charges incurred

“Picture to Pay” via Mobile App

Delegate payment of a bill to TASC

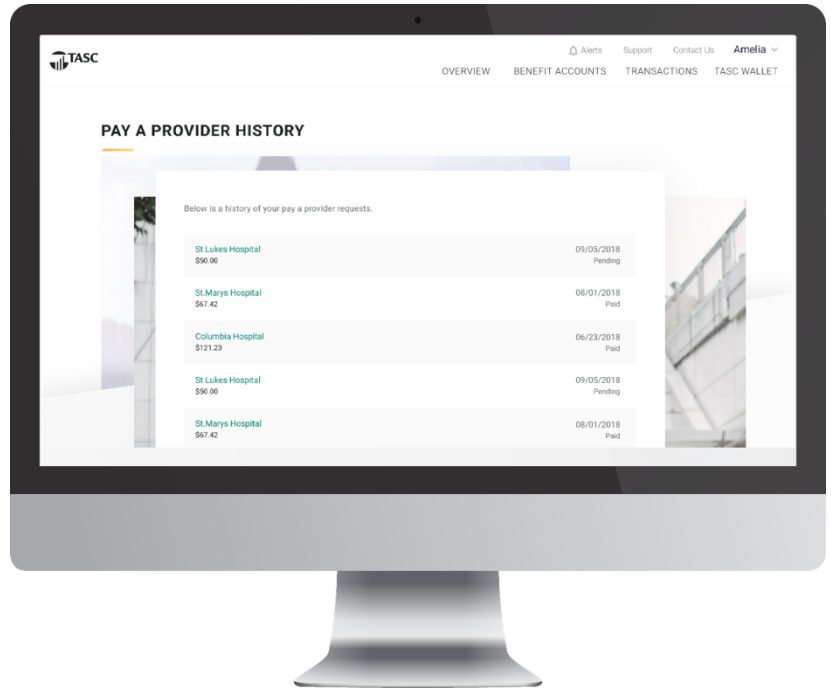
- Simply take a picture of the bill and submit it via the TASC mobile app
- TASC pays the bill from your appropriate benefit account
- Our intelligent system know what to do from that submitted image: the provider to pay, the dollar amount, which benefit account to pull funds from
- No paperwork or paying out of pocket!



“Pay the Provider” via TASC Web

Delegate payment of a bill to TASC

- Sign into website @ tasconline.com
- Complete required fields
- TASC mails check payment to service provider (instead of to the participant) from your benefit account
- No paperwork or paying out of pocket!



Customer Care



uba.tasconline.com/login

Online Support Request

- Sign in to Universal Benefit Account
- Click “Support” from top menu
- Fill out support request & submit
- 24-48-hour response time



1.800.422.4661

Interactive Voice Response

- Have 12-digit Participant ID ready
- Available 24/7

Live Telephone Support

- Monday-Friday
  8:00am – 5:00pm (all time zones)



Questions?