

Dependent Care FSA 2021 FAQ

How long will I have to use my 2020 Dependent Care funds?

As usual, you will have until March 15, 2021 to incur dependent care expenses to use up your 2020 funds.

What is the deadline to submit claims for reimbursement?

You have until June 30, 2021 to submit claims for expenses incurred between January 1, 2020 and March 15, 2021.

Due to COVID, I'm not sure what my dependent care costs will be for 2021. Can I change my election?

We realize that your situation may be unpredictable at this time. A change in your dependent care costs (either an increase or decrease) is a qualifying event to make changes to your dependent care election. Benefits Administration suggests that you enroll in dependent care during Open Enrollment based on your best estimate of your costs. If/when there is a change, please contact us ASAP to assist with making a change. Please keep in mind that you may stop or reduce your contributions, but a refund of your contributions is not available. If you stop or reduce your contributions, the unused portion of your Dependent Care FSA account may not be paid to you in cash or transferred to a Health Care FSA.

Below are a couple of examples for how this might work:

Sarah elects \$1,000 to pay for summer day camp for her 10-year-old child. In May, Sarah learns that the summer day camp will be canceled. Sarah can contact Benefits Administration to terminate her dependent care election. Sarah can only STOP her contributions. There is no option to refund the funds she has already contributed. She can still get reimbursed for expenses incurred before the camp is canceled if a claim is submitted to Payflex.

Santiago's children's school and after-school care program are closed. Based on that, Santiago does not elect to contribute to dependent care for 2021. The school and after-school care re-open in August. Santiago may contact Benefits Administration to enroll in dependent care for the remainder of 2021.

A list of eligible dependent care expenses is available on PayFlex's website:

<https://www.payflex.com/en/individuals/products-programs-dependent-care-fsa.html>

For further assistance, please contact Benefits Administration: benreps@claremont.edu (909)621-8151.