



Employee Update – July 14, 2020

The Office of Human Resources Management (OHRM) will issue periodic updates to Prince George's County Government employees during the reduction in government operations and the Coronavirus Disease 2019 (COVID-19) pandemic. In each *Employee Update*, you'll find information and tips from OHRM, the latest COVID-19 information, and additional tips to support you.

Keep Informed:

[Employee Info from Human Resources](#)

[County Updates on COVID-19](#)

[Tweets from the County Executive](#)

[Tips and Info for Working Remotely](#)

Flexible Spending Account (FSA) Changes Due to COVID-19

We have important news to share with you about your Health Care Flexible Spending Account (FSA) and Dependent Care Flexible Spending Account (DCFSA) funds.

On May 12, 2020, the U.S. Internal Revenue Service (IRS) released two notices allowing employees to make changes to their enrollments in FSA and DCFSA plans in 2020.

About ConnectYourCare

[ConnectYourCare](#) (CYC) is the County's current FSA vendor. CYC has been closely monitoring the COVID-19 pandemic and the Coronavirus Aid, Relief, and Economic Security Act (CARES Act). This bill positively impacts the purchasing power of Prince George's County Government employees using their CYC pre-tax FSA and DCFSA accounts.

2019 Elections for Flexible Spending Accounts

The Employee Benefits Security Administration (EBSA), an agency under the Department of Labor (DOL), issued EBSA Disaster Relief Notice 2020-01 (Notice), **which allows participants to use their 2019 carry-over funds for 2020 expenses for Flexible Spending Account (FSA) and Dependent Care Flexible Spending Account (DCFSA) accounts.**

What does this mean for you? If you had remaining funds left over from your 2019 FSA or DCFSA Account they will be reapplied to your account to use through December 31, 2020.

- This applies only to participants who had funds remaining in their 2019 FSA or DCFSA accounts at the end of the 2019 plan year.
- You will see the 2019 unused funds reapplied to your FSA or DCFSA accounts. These funds will be used first until exhausted. Any additional purchases will then be applied to your 2020 funds.

Contribution Changes for DCFSA Due to COVID-19

If you have a Dependent Care Flexible Spending Account (DCFSA), you can reduce or cancel your contributions due to the current situation with school and day care closures.

The following scenarios have arisen due to the COVID-19 pandemic that may affect your DCFSA

- Your child's day care closes, causing a loss of care and care expenses, and resulting in a significant reduction of your annual cost of care. Because your care expenses have decreased, you may decrease your DCFSA election or stop participating in the plan.
- You are now working from home and can keep your children home instead of using day care, resulting in a significant reduction of your annual cost of care. Because your care expenses have decreased, you may decrease your DCFSA election or stop participating in the plan.
- Your child's school closed, and you need to enroll your child in day care to allow you to continue to work. This new care expense allows you to enroll or increase your current DCFSA election.

Changes will be effective the first day of the month following the receipt of the form, subject to payroll processing deadlines. Please note that decreases cannot be less than amounts for which you have already received reimbursement from the plan. Unfortunately, the IRS does not permit a refund of pre-tax dollars that are contributed to an FSA.

To make a contribution change, you must complete an [enrollment change form](#) and submit it to Benefits@co.pg.md.us.

Questions

If you have questions about your CYC account or FSA balance, please contact service@connectyourcare.com.

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