

2021 Flexible Spending Enrollment Packet

Welcome to the flexible spending plan with SISCO! We look forward to assisting you in navigating the reimbursement plan you elected.



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Definitions

Flexible Spending Plan

IRS Section 125 (Flexible Spending Reimbursement) is available to you as an employee benefit. Flexible spending allows you to pay for certain expenses through a pre-tax payroll deduction which can result in *significant* tax savings. Please be aware if the scheduled processing day falls on a holiday or weekend your claims will be processed one business day prior. Plan your flex submissions accordingly.

Medical Reimbursement

Your medical/dental reimbursement plan will allow you to pay for out-of-pocket expenses with pre-tax dollars. For any tax-deductible health care expenses not covered by a health plan or other insurance, you simply complete a Flexible Spending Claim Form, attach the appropriate bills/receipts or explanation of benefits from your other insurance carrier, and send it to SISCO.

Dependent Care Reimbursement

Your dependent care expense plan allows you to pay for expenses that are incurred for the care (daycare, babysitting) of a qualifying dependent, or for related household services and are incurred for you to be gainfully employed. Submit a claim form for dependent care expenses actually incurred and you will be reimbursed from your Flexible Spending Account with pre-tax dollars that were deducted from your payroll.

The IRS requires that Form 2441 be filed with your Federal Income Tax Return, if you participate in a dependent care plan, listing the providers name, address, and social security or tax I.D. number.

Grace Period

The Plan will allow medical expenses incurred during a “grace period” to be reimbursed from contributions for the current Plan Year. The “grace period” will be 2½ months, beginning on January 1 of the year following the current Plan Year and ending on March 15 of that year. For example, for the Plan Year January 1, 2021 through December 31, 2021, any eligible expenses incurred between January 1, 2021 and March 15, 2022 may be reimbursed from contributions remaining from the 2021 Plan Year. All claims for reimbursement must be filed on or before the 90th day following the close of the Plan Year.

Advantages of a Flexible Spending Account

A Flexible Spending Account (FSA) allows you to save up to 30% on your eligible healthcare and/or dependent care expenses every year by using pre-tax dollars. Consider how much you spend on healthcare and/or dependent care expenses for you and your qualified dependents in one year:

- Prescription drugs/medications
- Medical/dental office visit co-pays
- Eye exams and prescription glasses/lenses
- Vaccinations
- Daycare tuition

By using pre-tax dollars, you are taxed on a lower gross salary, thereby saving money that would otherwise be spent on federal, state and FICA taxes, and thereby you increase your take home pay.

Estimated Tax Savings		
	Not Enrolled in FSA	Enrolled in FSA
Gross Pay	\$38,000	\$38,000
FSA Contribution	\$0.00	\$2750.00
Taxable Income	\$38,000	\$35,250.00
15% Federal Taxes	(\$5,700.00)	(\$5,287.50)
4% State Taxes	(\$1,520.00)	(\$1,410.00)
7.65% FICA Tax	(\$2,907.00)	(\$2,696.63)
Medical Expenses	\$2750	\$0.00
Take-Home Income	\$25,123.00	\$25,855.87
Take Home increases by \$732.87		

Use the below to estimate your election		
	Not Enrolled in FSA	Enrolled in FSA
Gross Pay		
FSA Contribution		
Taxable Income		
15% Federal Taxes		
4% State Taxes		
7.65% FICA Tax		
Medical Expenses		
Take-Home Income		

Frequently Asked Questions

What is the benefit of participating in a flexible spending plan?

By signing a participating agreement, you agree to have your salary reduced by the agreed upon amount. Therefore, you are not responsible for federal income tax withholding or FICA on the amount of the reduction, thereby saving you 7.65% on FICA, plus whatever income tax you would be obligated to pay on this amount. While it's true that you forfeit unused money from your flexible spending account, you can still come out ahead even if you don't use all the money in your account.

When do I make my election?

You need to make your election during open enrollment at your employer. This usually occurs once per year prior to the start of the new plan year.

Can I change my benefit election mid-year?

Changes can be made due to the qualifying events listed below and must be made within 31 days of the event. You may change your reimbursement election if you were enrolled in the plan prior to the qualifying event and you wish to change your election.

Medical reimbursement accounts can be changed with a qualifying event (i.e. marriage, divorce, death or a spouse or child, birth or adoption of a child, termination of employment of your spouse, or a change in work schedule).

Dependent care reimbursement accounts can be changed with a qualifying event (i.e. birth or death of a child, adoption of a child, dependent is no longer eligible for daycare, change in employment status thus changing the need for daycare, changing daycare providers, or a cost increase or decrease in daycare).

What happens if my reimbursement request exceeds the balance in my account?

Your medical reimbursement account claims will be paid in full, up to the annual amount you have elected to have withheld for that plan year.

Dependent care reimbursement account claims will be processed and paid up to the balance in your account. If your claim exceeds that balance, SISCO will automatically reprocess your claims as your balance allows.

***Please note:** the medical reimbursement account is separate from the dependent care account. Balances cannot be transferred from one account to the other.*

What happens to the money in my account if I should terminate employment?

You would be entitled to reimbursement for expenses that were incurred within the same plan year and before your termination date. Your plan allows you to submit claims up to 180 days after termination in the plan. If you do not have any claims to submit that were incurred prior to your last day of employment the funds may be forfeited.

When can I incur claims?

Your plan year allows you to incur claims from January 1, 2021 through March 15, 2021 because your plan has elected a voluntary extension known as grace period.

What happens to any money left over at the close of the plan year?

The Plan will allow expenses incurred during a “grace period” to be reimbursed from contributions for the current Plan Year. The “grace period” will be 2½ months, beginning on January 1 of the year following the current Plan Year and ending on March 15 of that year. For example, for the Plan Year January 1, 2021 through December 31, 2021, any eligible expenses incurred between January 1, 2021 and March 15, 2022 may be reimbursed from contributions remaining from the 2021 Plan Year. All claims for reimbursement must be filed on or before the 90th day following the close of the Plan Year.

What is the filing deadline for claims submission?

You have 90 days to submit claims at the end of the plan year. The last day to submit claims is March 31, 2022.

Do not use your flexible spending debit card to pay for any remaining expenses from the prior plan year ***even if you were not billed until the current plan year***. Your current funds may only be used for expenses that were ***incurred*** during the plan year in which they were elected.

Are there any fees associated with using my debit card?

SISCO does not charge any fees associated with using your flexible spending debit card; however, this does not mean you may not incur such a fee at another merchant and these fees are not eligible for flex reimbursement and if incurred would need to be refunded.

SISCO supplies one set of cards per family at no cost. These cards are good for five years. If you would happen to lose, the card there is a \$5 replacement fee.

Why did I receive a request to substantiate claims?

The system your flexible spending debit card uses tries for 90 days to match a payment with a claim but occasionally may not always be able to make this match. This may be caused by various situations, including but not limited to:

- Your provider charged a copay and there is not a matching copay on file with your plan
- Your provider gave you a discount or overcharged you
- You paid for your item/service more than 90 days after it was received
- You paid for multiple dates of service or patients services at the same time
- You purchased an ineligible item/service

In this case, you would receive a letter in the mail requesting that you submit substantiation documents. These would be your itemized invoice or EOB received from your provider. The document must include:

- Date of service
- Type of service
- Patient's name
- Patient responsibility (charges owed)

You can submit these documents to us via fax, email, or paper mail. Once these are received, they will be reviewed and you will be contacted if any further information is required.

What if my card was declined; but, I know I have funds available?

If your card is declined and you know you have the funds remaining, there could be an issue with the way the merchant is processing your payment, or that your card has been suspended while we wait to receive substantiation documentation. Please call a SISCO Service Rep and we will be able to let you know the reason your payment was declined and assist you in resolving any issues.

What if my charge is determined ineligible?

Many healthcare related products and services are eligible for flexible spending, however, on the occasion that you mistakenly purchase an item or service with your flexible spending debit card that is determined to be ineligible you will be contacted by SISCO and given the opportunity to refund your debit card by mailing in a paper check or by using a current plan year expense that you might have paid out of pocket to off-set the ineligible expense. If you have any questions regarding items and services that are eligible for flexible spending, please refer to the next section of this packet and feel free to contact a SISCO Service Rep with any additional questions you may have before using your debit card to make a purchase.

General Reimbursement Guidelines

- ❖ Reimbursement is not a guarantee without the correct documentation.
- ❖ Reimbursement of dependent care expenses will reduce and may eliminate your ability to claim dependent care credit on your Federal Tax Return.
- ❖ Health care expenses reimbursed through this account cannot be deducted on your Federal Income Tax Return.
- ❖ Expenses can only be submitted for reimbursement if they were for you or for eligible dependents under the plan.
- ❖ Only the expenses for services or supplies furnished on or after the effective date of the plan can be submitted for reimbursement.
- ❖ Reimbursement of expenses should only be requested and made after you have collected all benefit payments available for all other insurance plans under which you and your eligible dependents are covered.
- ❖ Reimbursement will be made in accordance with the provisions of the plan. You accept responsibility for the proper treatment of benefits paid under this plan with respect to eligibility, income tax reporting and liability.

Eligible and Non-Eligible Expenses

Under the Plan, you will be reimbursed only for those types of medical expenses normally deductible on your federal income tax return (without regard to the 1% and 5% of adjusted gross income limitations).

This is a list of common reimbursable and non-reimbursable items under Section 502 of the Internal Revenue Code. This does not constitute legal or tax advice. For specific questions please see your plan administrator.

Eligible Expenses

Acupuncture	Infertility Treatments
Artificial Limbs	Insulin
Bandages	Lactation Expenses (Breast Pump, etc.)
Birth Control/ Contraceptive Devices	Laser Eye Surgery
Birthing Classes/ Lamaze	Legal Sterilization
Blood Pressure Monitor	Menstrual Products
Chiropractic	Mileage to and from doctor appointments (\$0.17 per mile)
Contact Lenses	Nasal Strips
Contact Solution	Orthopedic Inserts
Co-Payments	Physical Therapy
Crutches	Pregnancy Test
Deductible/ Co-Insurance	Prescription Medication
Diabetic Supplies	Reading Glasses
Eye Exams	Services Connected with Donating an Organ
Flu Shots	Sleep Apnea Services/ Products
Glasses/ Safety Glasses (Prescription Only)	Smoking Cessation Programs
Hearing Aids and Aid Batteries	Treatment for Alcoholism or Drug Addiction
Heating Pad	Vaccinations
Incontinence Supplies	Wrist Supports

Over the Counter Medication and Drugs

Pain Relieving Creams or Gels	Indigestion or Anti-Acid Relievers
Calamine Lotion	Laxatives
Canker/ Cold Sore Relievers	Nicotine Patch or Gum
Cold Medications	Pain Relievers
Diaper Rash Cream	Sinus Medications
Gas-X/ Baby Gas Drops	Suppositories
Hemorrhoid Creams and Treatments	Teething Gel
Hydrogen Peroxide or Rubbing Alcohol	Wart Removal Medications

Dental Expenses

Braces/ Orthodontic Services	Dental Implants
Cleanings	Dentures/ Adhesives
Crowns	Fillings
Deductible/ Co-Insurance	

Potentially Eligible Expenses

(These expenses are eligible only when incurred to treat a medical condition. These expenses will require a Letter of Medical Necessity from your provider that will need to be submitted with your reimbursement request)

Ear Plugs	Support Hose
Massage Treatments	Varicose Vein Treatment
Nursing Services	Veneers
Orthopedic Shoes	Wigs (When hair loss is due to a disease)
Oxygen and Equipment	

Ineligible Expenses

Adoption Fees	Hand Sanitizer
Athletic Mouth Guards	Health/ Athletic club fees
Auto Insurance providing Medical coverage	Illegal Treatment or Medication
Child or newborn care instruction	Insurance Premiums
Cosmetic Procedure/ Surgery	Late payment fees
Cosmetic Supplies	Long term care services
Counseling (marriage)	Lotion or skin moisturizers
CPR Classes	Mattress
Deodorant	Medicare Premiums
Dental Floss	Missed appointment fees
Denture Cleaner	Non-prescription safety glasses
Diapers/ Diaper Services	Non-prescription sunglasses
Diet Foods	Nursing Home care
Dietary and Fiber supplements	Oral Care (over the counter)
Distilled Water	Personal use items (Pillows, shampoo, etc.)
Education Classes	Private Hospital Rooms
Disaster Survival Kit (Non-Emergency)	Toiletries
Exercise Equipment	Toothbrush/Toothpaste/Teeth Whitening
Eye drops for comfort	Vitamins/ Supplements / Herbal Supplements
Eyeglasses case	Weight Loss drugs/ programs for general well being
Hair Re-growth products/ Hair Removal	

Instructions for filing a Flexible Spending Claim

To submit a claim for processing, fill out a reimbursement form. This form is available online at www.SISCOBenefits.com or by contacting our customer service department. The form must be signed and dated. Mail the completed form and attachment(s) to the address indicated on the reimbursement form.

Supporting Documentation for medical reimbursement

Documentation of the expense is required with the claim form. According to the IRS guidelines, the expense must process through all available health plans before reimbursement under a flexible spending plan is allowed. Here are two examples of approved documentation. A canceled check is not considered acceptable evidence.

Explanation of Benefits (EOB): This is the form you receive from your insurance company each time a claim is submitted to your health, dental, or vision care plan. The EOB will show the amount of expenses paid or denied by the plan and the amount you must pay. For all health care expenses that are partially covered by health, dental, or vision plans, you must attach an EOB.

Receipts: Claims for medical/dental expense not covered by your group health plan cannot be processed without acceptable evidence of the expenses. Acceptable evidence includes receipts, which contain the following information:

- Description of service or supply
- Date expense was incurred
- Person or organization providing service
- Amount of expense
- Name of person (family member) for whom the service(s) were provided for

Supporting Documentation for dependent care reimbursement

Documentation of the expense is required with the claim form. There are multiple ways to submit for reimbursement. If you would not like to submit a manual claim, you are able to fill out the attached dependent care contract. This will allow you to be paid automatically throughout the entire year

Receipts: Acceptable evidence includes receipts, which contain the following information:

- Date expense was incurred
- Amount of expense
- Person or organization providing service (need tax ID or provider signature)
- Name of person (family member) for whom the service(s) were provided for

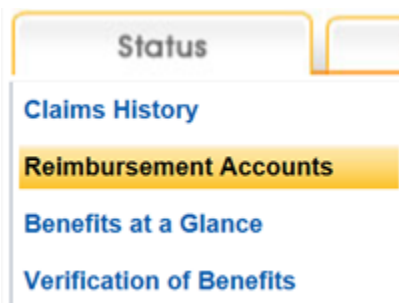
Accessing the Benefit Information Network

How To Register As A New User

1. Access the Benefit Information Network at www.siscobenefits.com and click on BIN Login.
2. Click on the Register new User button if you have not already signed up.



3. Enter your desired User ID and Password, and then enter your password again in the “Verify Password” section. If you are the person with the insurance coverage, you are the **SUBSCRIBER**. Click on the “I am the subscriber” button to continue.
NOTE: If you have someone else who has insurance coverage under your plan that person can also create a User ID and Password, but they would click on the button that states, “I am a dependent of the subscriber”.
4. Create your account by filling in the required data, which includes:
 - Your participant ID (this the SSN of the employee)
 - Your last name (not case-sensitive)
 - Your zip code
 - Your date of birth
 - Email address and password hint are not required fields, but are extremely useful in the situation where you forget your user name and/or password.
5. Once you have registered successfully, you will see different tabs at the top of the page. Flexible Spending account information is under Status → Reimbursement Accounts.



6. You will see different areas that include a summary of your account, claim activity and contribution history. The summary will show any claim amount processed, rollover amounts and remaining annual pledge.

Summary			
Participant ID:		Group Name:	
Name:		Effective:	
Contribution Summary		Fund Balance Summary	
Annual Employee Contribution	1300.00	Rollover From Prior Year	.00
Annual Employer Contribution	.00	Interest Posted	.00
Annual Other Contribution	.00	Contributions Posted	1100.00
		Payments	531.32
Total Annual Contribution	1300.00	Fund Balance	568.68
Deductible Summary		Pledge Summary	
Annual Deductible	.00	Total Pledge	1300.00
Deductible Satisfied	.00	Remaining Pledge	768.68
		Claims Summary	
		Claims Received to Date	3186.71
		Ineligible Claims	.00
		Applied To Deductible	.00
		Claims Paid	1269.00
		Claims Unpaid to Date	1044.94

7. The Activity Detail will show any contributions and/or claims submitted.

Activity Detail				
Transaction Date	Processing Date	Description	Amount	
01/15/2016	01/14/2016	Employee Contribution	50.00	
01/29/2016	01/29/2016	Employee Contribution	50.00	
02/12/2016	02/11/2016	Employee Contribution	50.00	
02/26/2016	02/26/2016	Employee Contribution	50.00	
02/22/2016	02/26/2016	Payment	-531.32	

8. The Contribution History will show all contributions into the account.

Contribution History						
From Date	To Date	Qualifying Event	Contributor	Contribution Amount	Contribution Frequency	Annual Contribution
01/01/2016	12/31/2016	BEGINNING OF YEAR	Employer	0.00		0.00
01/01/2016	12/31/2016	BEGINNING OF YEAR	Employee	50.00	Biweekly	1,300.00

Contact SISCO with any questions at 1-800-457-4726 Monday – Thursday 7:00 a.m. to 7:00 p.m. and Friday 7:00 a.m. to 5:00 p.m. You can also email us at SISCOFlex@SISCOBenefits.com.

Flexible Spending Election Form

University of Dubuque 012

January 1 2021 through December 31 2021

Plan Year 2021

Section I - Employee Information				
Employee-Last Name	First Name	Initial	Date of Birth	Social Security Number
Street Address	City		State	Zip Code
Type of Election: <input type="checkbox"/> Annual Election <input type="checkbox"/> New Hire <input type="checkbox"/> Family Status change * see below				
Explanation for change in Family Status _____				
Effective date of this election (date of first paycheck with flexible spending reduction) _____				
Pay Period: weekly/bi-weekly/semi-monthly/monthly				
Section II - Flexible Spending Agreement				
I hereby elect to have my salary reduced and a corresponding amount credited to my account in the elected plan(s) below. Any changes made through a qualifying event will be effective on the qualifying event date. I have read and understand the Summary Plan Description.				
I agree to notify the Company if I have reason to believe that any medical care expense for which I have obtained reimbursement is not a qualifying expense. I also agree to indemnify and reimburse the Company on demand for any liability it may incur for failure to withhold federal and state income tax or Social Security tax from any reimbursement I receive on any non-qualifying expenses.				
Section 125 agreement:				
<input type="checkbox"/> I authorize to have my premium contribution(s) for Medical and Dental Health (if any) withheld prior to taxes as provided in Section 125.				
Medical/Dental Election:				
<input type="checkbox"/> I authorize that my earnings be reduced in the amount of \$_____ (12, 26 deductions) for other medical/dental expenses, for a yearly contribution of \$ _____ (\$2750 maximum).				
Dependent Care Election:				
<input type="checkbox"/> I authorize that my earnings be reduced in the amount of \$_____ (12, 26 deductions) for dependent care expenses, for a yearly contribution of \$ _____ (\$5000 maximum).				
Employee's Signature	Date	Accepted by		Date
Section III - Declining Flexible Spending Coverage				
I hereby waive participation in the University of Dubuque Flexible Spending Account Plan for 2021. I understand I will not be able to elect participation until the new plan year begins.				
Employee's Signature	Date	Accepted by		Date

Flexible Spending Reimbursement Request Form

Participant Name: _____ Date of birth: _____
 Participant ID#: _____ Group #: _____
 Email: _____ Phone: _____

MEDICAL/DENTAL/VISION EXPENSES -- ATTACH EOBS OR RECEIPTS TO CLAIM FORM

Item	Dependent Name	Date(s) of Service	Provider (Person or Business)	Reimbursement Requested
1				
2				
3				
4				
5				
6				
7				
8				

DEPENDENT CARE -- ATTACH EOBS OR RECEIPTS TO CLAIM FORM

Item	Dependent Name	Date(s) of Service	Provider (Person or Business)	Reimbursement Requested
1				
2				
3				
4				

I hereby certify that:

- The information given on this reimbursement form is complete and accurate.
- I have not previously received reimbursement for these expenses from this Flex account or from any other source.
- All health/daycare expenses listed above comply with the requirements and guidelines listed in the Flexible Spending plan document.

Signature _____ (Date) ____/____/____

KEEP A COPY FOR YOUR FILES

Mail: Flexible Spending Dept., SISCO, P.O. Box 389, Dubuque, IA 52004-0389
 Fax: 563-587-5703 Email: siscoflex@siscobenefits.com

Claims must be received at SISCO, two (2) business days before your scheduled flexible spending run.

This form is being submitted to establish that a contract for services exists between me and the individual/entity who has signed below in which I have agreed to purchase dependent care services for the period indicated. A new contract is required each year.

Participant Information

Employee Name: _____ SSN#: _____

Address: _____

City: _____ State: _____ Zip: _____

Day Care Contract

My Contract Year will begin on _____, and will end on _____.

Provider's Name: _____

I/We agree to provide day care services for the above mentioned employee. This service will be provided on the following basis:

Time Period	Frequency	Rate of Pay
_____ AM	Daily	\$_____ Hourly
To	Weekly	\$_____ Daily
_____ PM	Monthly	\$_____ Weekly

Based on the above schedule, it is anticipated that the above mentioned employee will incur fees which will total, during the period stated above, a minimum of: \$_____ (per year)

Provider's Signature _____ Date _____

Title _____

Provider's SSN# OR EIN# _____

If the terms of this contract were to change at any time, you will need to contact us.

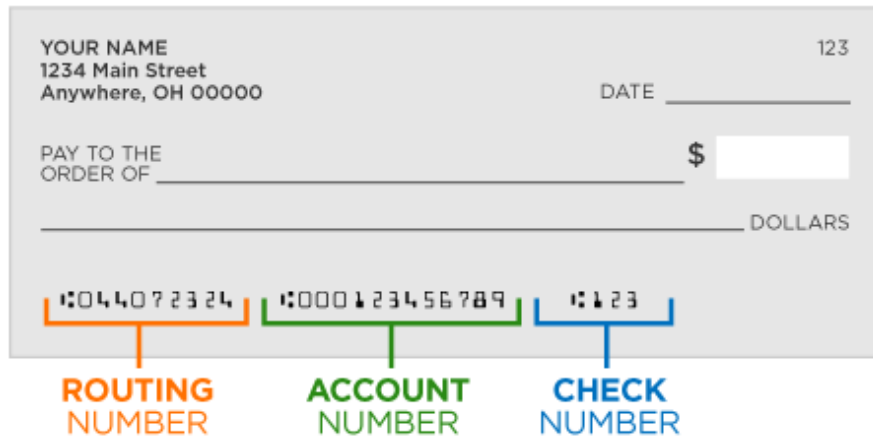
Direct Deposit Authorization Form

Automatic Direct Deposit of your FSA reimbursements is a convenient feature that many employees take advantage of that will save time for handling reimbursement checks. If you decide to take advantage of Automatic Direct Deposit, your FSA checks will be deposited automatically in any checking or savings account you select.

By completing the Authorization Form below, you are directing your employer and your financial institution to deposit your reimbursements to your checking or savings account.

Direct Deposit Form	
Group Name	Group Number
Participant Name	Participant ID
Participant Mobile Phone Number	Participant Email Address
Financial Institution	Financial Institution Phone Number
Financial Institution Address	
Checking/Savings Account Routing # -9 Digits	Checking/Savings Account # -6-13 Digits
Account is a checking or savings account	<input type="radio"/> Savings <input type="radio"/> Checking

I hereby authorize my employer to deposit reimbursements from my Flexible Spending Account directly into my checking or savings account indicated above. I also authorize the financial institution names above to accept my deposits and to credit the amount to my account. This authority will remain in effect until my employer has received written cancellation notice from me in such time and such manner as to afford my employer a reasonable opportunity to act upon it.



Signature: _____

Date: _____

Please note: Direct deposit will continue year to year. If you signed up last year, you do not need to sign up again unless your account information has changed.

Please fax completed form to SISCO at 563-587-5703, mail completed form to PO Box 389 Dubuque Iowa 52004, or email completed form to siscoflex@siscobenefits.com.