



Date: June 5, 2020
To: All City of Fremont Employees
From: Human Resources
Subject: Information and Reminders: Flexible Spending Accounts and Commuter/Transportation Benefits

This notice includes information and reminders for Flexible Spending Accounts (FSA) and commuter/transportation benefits to assist employees who experience changes during the current COVID-19 situation.

Flexible Spending Accounts (FSA) / Commuter Benefits

Dependent Care FSA

Employees who have experienced a change to daycare expenses due to closures during the current COVID-19 pandemic have had what is considered to be a qualifying event, and those employees may submit a request to suspend or decrease Dependent Care FSA contributions, prospectively by completing and submitting a [Discovery Benefits FSA Form](#) (also attached) to humanresources@fremont.gov. The effective date of the requested change will occur on the first of the month following the submission date of the completed enrollment form.

Plan	2020 Contribution Limit
Dependent Care	\$5,000

Medical Care FSA

The **Coronavirus Aid, Relief and Economic Security (CARES)** Act expands the use of FSAs for certain types of healthcare products and services, including over-the-counter items such as cold medicines and feminine care products as qualified medical expenses. This is a permanent change to the [eligible expenses list](#), effective for purchases made after December 31, 2019.

Plan	2020 Contribution Limit
Medical Care	\$2,750

Commuter Benefits (Parking and Transportation)

Employees who are teleworking and/or not utilizing parking/transportation funds should review their commuter benefit needs. As a reminder, parking and transportation deductions may be changed or cancelled at any time to match that of their true cost. If active participants stop deductions at this time, they will still have access to use any funds that remain on their account for qualified expenses. For enrollment, changes or cancellations, please complete the [Commuter Benefits Contribution Form](#) (also attached).

Plan	2020 Contribution Limit
Commuter Benefits (Parking/Transportation)	\$270

Questions?

Human Resources is always available to assist with your benefits-related questions. Email questions to humanresources@fremont.gov.

[Discovery Benefits](#) is also available to assist employees with questions regarding Flexible Spending Accounts

- **Email:** customerservice@discoverybenefits.com
- **Phone:** (866) 451-3399

All User email approved by Allen DeMers, Human Resources Director