

Philip D. Murphy, Governor
Sheila Y. Oliver, Lieutenant Governor
Diane Gutierrez-Scaccetti, Commissioner
Kevin S. Corbett, President & CEO


180 Boyden Avenue
Maplewood, NJ 07040-2494
973-378-6300

November 2020

Dear Rail Agreement Employee:

NJ Transit's Flexible Spending Account (FSA) 2021 Open Enrollment **begins now through November 30th**. The FSA program allows you to set aside pre-tax earnings to pay for eligible health care or dependent care expenses. Pre-tax funds are deducted from each paycheck and automatically deposited into an FSA account. You decide how much to contribute, tax-free for the year.

You may elect to participate in the Medical FSA, a Dependent Care FSA, or both.

For existing 2020 FSA participants, if you choose to continue to participate you are required to re-enroll for the 2021 calendar year.

Medical FSA allows you to pay for eligible expenses that are not covered by the health plan such as deductibles, coinsurance, dental care and vision care. The amount you choose to defer is available on the first day of the plan year (January 1, 2021).

The Medical FSA has a carryover feature that allows you to carryover up to \$500 of your remaining balance from one calendar year to the next to reduce your risk of the "use it or lose it" rule.

Dependent Care FSA allows you to pay for daycare expenses for your dependent children under age 13 or for older dependents not capable of self-care needed to allow you to work. The amount you choose to defer must accumulate in your account before you can request reimbursement.

The 2021 FSA Limits are as follows:	Minimum	Maximum
Medical FSA (unreimbursed medical expenses):	\$240.00	\$2,750
Dependent Care FSA (child care and adult care expenses)	\$240.00	\$5,000

As a Rail Agreement employee who elects to waive medical coverage in the NJ Transit medical plan can receive a \$500 contribution toward the Medical FSA account for the calendar year. In order to receive the benefit, you will need to complete the FSA Enrollment Form each year indicating your election to waive coverage. Waiver monies cannot be applied towards a Dependent Care account.

The deadline to submit your FSA Enrollment Form to the NJ TRANSIT Benefits Department is **November 30, 2020**. **Please email or fax completed forms to:**

SECURE FAX: (973) 863-4553

OR

EMAIL: MPimentel@njtransit.com

If you have any questions, please contact Milly Pimentel at (973) 378-6016.

Best Regards,

NJ TRANSIT Employee Benefits Department

Enclosures: FSA Enrollment Form
FAQ Fact Sheet
FSA Eligible Expenses listing