

Administrator Name: First Financial Administrators, Inc.
Administrator Address: PO Box 161968
Altamonte Springs, FL 32716
Employer Name: Ector County ISD

As a result of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), additional medical expenses are now eligible for reimbursement from your Health Savings Account (HSA), Flexible Spending Account (FSA), or Health Reimbursement Arrangement (HRA) effective for expenses incurred after 1/1/2020.

The CARES Act allows HSA, FSA, and HRA participants to be reimbursed for the purchase of over-the-counter drugs and medicine without a prescription from a physician. Additionally, menstrual products are now eligible for reimbursement. You can use your account funds to purchase these products immediately. However, you may attempt to purchase OTC drugs and medications or menstrual care products and be unable to. This is because individual merchants, like pharmacies, must update their point of sale system to now recognize these products as qualified medical expenses. You can pay out of pocket and file a manual claim for reimbursement. As a reminder, keep your itemized receipts and explanation of benefits, which may be needed for reimbursement.

To help you better understand the rapidly changing market, check out these frequently asked questions:

- **Can health FSA elections be changed if a member has set aside funds for a procedure that has now been postponed or cancelled due to COVID-19?**
Right now, the dates of service must be within the plan year for an FSA. Under current guidance there is little flexibility allowing for a change in health FSA elections due to a change in the circumstances regarding a participant's anticipated medical expense. The failure to incur anticipated medical expenses is not a change in status or other event that permits an election change. The IRS has not announced any exceptions to this yet.
- **If you stop contributions to a dependent care FSA, how long are you allowed to submit claims?**
Employees can submit claims for dependent care FSA reimbursement up until any funds in the account are exhausted, even if you have stopped contributions. Claims must be submitted during the applicable run-out period. Under most dependent care FSAs, only claims incurred while you are actively covered are eligible for reimbursement.

The tax filing deadline is now July 15, 2020. Does this deadline apply to HSA contributions for 2019?

Yes. The IRS recently confirmed that contributions to HSAs for the 2019 calendar year will be accepted up until July 15, 2020