

OFFICE OF THE STATE  
COMPTROLLER  
  
HEALTHCARE COST  
CONTAINMENT COMMITTEE



HEALTHCARE POLICY & BENEFIT  
SERVICES DIVISION  
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**HEALTHCARE POLICY & BENEFIT SERVICES  
DIVISION MEMORANDUM 2021-10  
September 18, 2021**

**TO THE HEADS OF ALL STATE AGENCIES**

<b>ATTENTION:</b>	<b>Personnel and Payroll Officers, Benefits Managers</b>
<b>SUBJECT:</b>	<b>Open Enrollment for Dependent Care Assistance Program and Medical Flexible Spending Account Program for Plan Year 2022</b>

**I. INTRODUCTION**

The purpose of this memorandum is to announce that the State will be changing the administrator for the Dependent Care Assistance Program (DCAP) and the Medical Flexible Spending Account Plan (MEDFLEX), and the Qualified Transportation Account (QTA) program and to advise of a change in the Open Enrollment Period for the DCAP and MEDFLEX this year.. The new administrator, TASC, was selected following a Request for Proposals, and will take over administration of these programs effective January 1, 2022. Participants should continue to submit claims for reimbursement under these plans to the current administrator, Progressive Benefit Solutions, through December 31, 2021.

**II. CHANGE IN ANNUAL OPEN ENROLLMENT PERIOD**

This year, the open enrollment period for the DCAP and MEDFLEX 2022 Plan Years will begin on November 1, 2021 and end on November 26, 2021. The new administrator, TASC, will conduct Open Enrollment online. The Healthcare Policy & Benefit Services Division will issue further information about the process as the Open Enrollment period approaches.

**III. EXPIRATION OF TEMPORARY COVID MEASURES**

During the 2021 Plan Years participants were given a twelve-month grace period to expend unused DCAP funds from the 2020 Plan Year. This is a reminder that all claims to use unspent DCAP funds from the 2020 Plan Year must be submitted for reimbursement by December 31, 2021. Also, the temporary changes that increased the maximum election to \$10,500 and allowed mid-year enrollment or changes in election amount for the DCAP without a qualifying status change will be expiring at the end of 2021.

For the MEDFLEX, the Comptroller's Office amended the Plan to permit carryover of all unused funds from the 2020 Plan Year to the 2021 Plan Year. This is a reminder that the maximum amount of unused MEDFLEX funds that can be carried over to the 2022 Plan Year will be the current IRS limit of \$550. Unused funds from the 2021 Plan Year in excess of that amount will be forfeited pursuant to the IRS "use it or lose it" regulation. Temporary plan amendments that permitted mid-year changes in enrollment or election amounts without a qualifying event will not be in place for Plan Year 2022.

#### **IV. CONCLUSION**

Please make sure that your agency's employees get this information promptly so that they are aware of the new schedule for Open Enrollment for the 2022 Plan Year. Questions pertaining to this memorandum may be directed to the Healthcare Policy & Benefit Services Division, Employee Benefits Unit at 860-702-3644.

Very truly yours,

A handwritten signature in cursive script, reading "Thomas C. Woodruff". The signature is written in black ink and includes a horizontal line extending to the right from the end of the name.

Thomas C. Woodruff, Ph.D., Director