



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

1 S. Main, 6th Floor
Mount Clemens, Michigan 48043
Phone: (586) 469-5280 Fax: (586) 469-6974
Macombgov.org/HRLR

Andrew S. McKinnon
Director
(586) 469-5114

Karlyn R. Semlow
Deputy Director
(586) 469-6160

Brian Jacks
Service Director
(586) 469-7248

Stephanie Dobson
Retirement Administrator
(586) 469-6223

Denise Krzeminski
Operations Administrator
(586) 469-7713

Jennifer Smiley
Benefits Administrator
(586) 469-5573

To: County Staff

From: Andrew S. McKinnon, Director
Human Resources and Labor Relations

Date: March 15, 2021

Re: Important FSA Information

There is a lot going on with Federal Legislation that impacts employee benefits, taxes and other items of interest for our staff. Below is a little mention on FSA Benefits.

As a result of the coronavirus pandemic and new guidelines issued, the deadline to use your health flexible spending accounts (FSAs) or dependent care assistance programs (DCAPs) has been extended. Employees may now use amounts remaining in a health FSA or DCAP from 2020 to pay or reimburse qualified expenses incurred through December 31, 2021.

For example, if you have amounts that were carried over until March 15, your ability to use those amounts has been extended through December 31, 2021. The County is continuing to review the new guidelines issued and is planning on an additional open enrollment period to increase your 2021 contributions if you desire. More information will be forthcoming on that item of interest.

Hope this is good news for everyone and have a great week.