

INTRODUCTION TO FLEXIBLE BENEFITS

The Clarke County Flexible Benefits Plan is qualified under Section 125 of the Internal Revenue Code, established by the U.S. Congress in the Revenue Act of 1978. Pretax payments can be used to cover employee contributions for health insurance, life insurance, as well as other selected health care and dependent day-care expenses. This favorable tax treatment gives the employee increased purchasing power. The Clarke County Flexible Benefits Plan allows you to increase your spendable income in three ways:

- ◆ Your health insurance premiums are deducted from your salary on a pretax basis. Pretax means your premiums are paid before your federal income tax, state income tax, and social security taxes are calculated.
- ◆ You can establish a Health Care Spending Account to reimburse you for certain eligible out-of-pocket medical expenses on a pretax basis, or a Health Savings account if you opt for our high deductible insurance plan and aren't covered under any other policy.
- ◆ You can establish a Dependent Daycare Spending Account to reimburse you for eligible dependent day-care expenses on a pretax basis.

As a county employee, you may take advantage of **any or all** of the above benefits offered under the Clarke County Flexible Benefits Plan.

The Plan Year for the Flexible Benefits Plan (the Plan) runs from July 1 to June 30. Participation in any component of the Plan **cannot be changed or cancelled during the Plan Year** unless you experience a specific “qualifying status change” event. (Refer to the section called “**Qualifying Status Changes**” for more information.

The enrollment period for the Plan runs from May 1 to May 15 of each year. You can enroll by completing the Flexible Benefits Program Enrollment Form and returning it to the Finance Department by the May 15 deadline.

The Healthcare Spending and Dependent Daycare account benefits are yearly elections. You must enroll every year even if you do not plan to change your benefits.