

**WA State PEBB  
2022 Open Enrollment Form for Flexible Spending Arrangements (FSA)  
& Dependent Care Assistance Program (DCAP)**



**Only use this form during the PEBB Program's annual open enrollment, November 1 through 30.** (University of Washington and Washington State University employees must enroll online in Workday.) Forms received after November 30, 2021 will not be accepted. **Important:** You cannot enroll in both a Medical FSA and a consumer-directed health plan (CDHP) with a health savings account (HSA) in the same plan year. You cannot enroll in a Medical FSA and a Limited Purpose FSA in the same plan year.

**Section I – Employee Information**

Name (Last, First, MI):		SSN (or Employee ID if higher education):	
Street Address:		City:	State: ZIP/Postal Code:
Daytime Phone:	Home Phone:	Agency or Higher Education Institution Name:	
Date of Birth:	Email Address:	Enrollment Status: <input type="checkbox"/> Open Enrollment <input type="checkbox"/> Seasonal Employee	

**Section II – Elections**

Check YES for the benefits you want to enroll in and enter the total election amount for the year. You can enroll in the DCAP and either the Medical FSA or Limited Purpose FSA.

Benefit		2022 Election Amount
<b>Medical FSA</b> Minimum of \$120, maximum of \$2,750 per year.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Total annual election amount \$ _____
<b>Limited Purpose FSA</b> For members enrolled in a CDHP with an HSA. Pays for dental and vision expenses only. Minimum of \$120, maximum of \$2,750 per year.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Total annual election amount \$ _____
<b>Debit Card</b> Pays for your eligible expenses with funds from your Medical FSA, Limited Purpose FSA, or DCAP. There is no cost to receive the debit card. You must elect the card each year. If you already have a debit card, it will be reloaded with your new election.	<input type="checkbox"/> Yes <input type="checkbox"/> No	<b>You must provide a valid email address in Section I to receive the debit card.</b>
	<input type="checkbox"/> Yes, send a card for my eligible spouse or dependent.	<input type="checkbox"/> Spouse <input type="checkbox"/> Dependent _____ Last Name, First Name
<b>Dependent Care Assistance Program</b> Minimum of \$120, maximum of \$5,000 per year, \$2,500 if married and filing separately.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Total annual election amount \$ _____
<b>Direct Deposit</b> Reimbursements are electronically deposited into your bank account. If you leave this section blank, we will mail your reimbursements to you.	<input type="checkbox"/> Yes <input type="checkbox"/> No	Name of bank:
		<input type="checkbox"/> Checking      Routing # _____ <input type="checkbox"/> Savings            Account # _____

This enrollment form will remain in effect and cannot be revoked or changed during the plan year unless the revocation and new elections are consistent with federal regulations and Public Employees Benefits Board (PEBB) Program rules. I understand that I will receive reimbursements only for qualifying medical care or day care expenses. By signing below, I acknowledge that I understand the benefits. I have read both sides of the enrollment form, and agree to the terms of use on the reverse page. I authorize and direct my employer to reduce my salary by the amount necessary to pay for the benefits and for the plan year indicated above.

**Section III – Signature**

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**To submit this form:** Fax it to 425-233-6366, scan and email it to [election@naviabenefits.com](mailto:election@naviabenefits.com), or mail it to Navia Benefit Solutions, PO Box 53250, Bellevue, WA 98015. We must receive your form **by November 30, 2021**. (UW and WSU employees must enroll online in Workday.) Forms received after November 30 will not be accepted for 2022 enrollment.

**Please see the next page for important information about the above benefits.**

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## Terms of Use

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- **Medical Flexible Spending Arrangement (FSA):**
  - Reimbursement will be approved only for qualifying health care expenses as allowed by the Internal Revenue Service (IRS). It is your responsibility to check the eligibility of an expense.
- **Limited Purpose FSA:**
  - Reimbursement will be approved only for qualifying dental and vision expenses as allowed by the Internal Revenue Service (IRS). It is your responsibility to check the eligibility of an expense.
- **Dependent Care Assistance Program (DCAP):**
  - Reimbursement will be available only for qualifying day care expenses as allowed by the IRS.
  - If the plan year is less than 12 months, the plan limit may be prorated to less than the calendar year limit.

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## Carryover and the claim submission deadline

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- All Medical FSA, Limited Purpose FSA, and DCAP services must be incurred by December 31, 2022.
- All claims (Medical FSA, Limited Purpose FSA, and DCAP) must be submitted to Navia Benefit Solutions by March 31, 2023.
- After March 31, 2023, unused DCAP balances will be forfeited. Unused Medical FSA and Limited Purpose FSA balances up to \$550 will carry over to the next plan year. Any funds above \$550 will be forfeited. To receive carryover, you must enroll in either a Medical FSA or a Limited Purpose FSA for the next plan year **or** have at least \$120 left in your account.

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## Lost Checks and Reissues

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- Lost or expired Medical FSA, Limited Purpose FSA, and DCAP checks can be reissued 10 business days after the original check date. A check reissue requires at least one business day to process.
- Any fees associated with presenting a canceled check will be deducted from your account as well as the face value of the check.

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## Direct Deposit

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- Deposits by electronic funds transfer may take a few business days to appear in the designated account.
- Navia Benefit Solutions will deduct a \$10 fee from your Medical FSA, Limited Purpose FSA, or DCAP balance for returned items due to incorrect banking information.

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## Deductions

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- If enrolling during the PEBB Program's annual open enrollment (November 1 through 30), deductions will start with your first paycheck of the new plan year.
- Medical FSA, Limited Purpose FSA, and DCAP deductions will be taken from your paycheck evenly throughout the plan year.

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## Change in Status

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- The amount you set as your annual election (total contribution amount for the plan year) cannot be changed for the entire plan year unless qualifying event creates a special open enrollment. See the Medical FSA, Limited Purpose FSA, or DCAP enrollment guide for a list of qualifying events.
- If you have a change in status and want to change your elections, the change must be consistent with the qualifying event. The change also must be allowable under IRS regulations. See the appropriate enrollment guide for details.

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## Transfers between State Agencies and Higher-Education Institutions

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- If you enroll in the Medical FSA, Limited Purpose FSA, or DCAP and later change jobs and move to another Washington state agency, higher-education institution, or community or technical college that offers PEBB benefits, your enrollment will continue as long as:
  - Your new position is benefits-eligible for participation in the PEBB Program Medical FSA, Limited Purpose FSA, or DCAP; and
  - You notify your new payroll or benefits office and Navia Benefit Solutions of your transfer (for transferred employees) no later than 31 days after your first day of work at the new state agency; and
  - There is no more than a 30-day lapse in employment or reemployment within the same plan year. If you have more than a 30-day break in PEBB benefits coverage, you cannot enroll or reenroll in a Medical FSA, Limited Purpose FSA, or DCAP during the same plan year.

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## Ineligible Debit Card Expenses

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- If you use the card for an ineligible expense, the card will be suspended to prevent further use. You may still submit claims by fax or mail.
- To correct the reimbursement of an ineligible debit card charge, you must either repay the amount of the ineligible expense to Navia Benefit Solutions, or request the substitution or offset of future claims to repay the balance.
- Navia Benefit Solutions will reactivate the card once you reimburse the account for the amount of the ineligible expense.

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## Lost or Stolen Debit Card/Additional Debit Card Request

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- You may request a debit card when you enroll. You may also request a second card for your spouse or eligible dependent at no cost.
- If your card is lost or stolen throughout the plan year, you can request a replacement card at no additional cost.

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## Electronic Disclosure Notice

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- By providing your email address, you consent to receive email communications from Navia Benefit Solutions, agents, and subcontractors about your account via email.
- If you no longer wish to receive information electronically, you may withdraw consent at any time at no cost. To withdraw consent, please contact Navia Benefit Solutions at 1-800-669-3539.
- You have the right to receive a paper version of an electronic document at no cost.
- To access electronic documents, you must have Adobe Reader installed on your computer. Navia Benefit Solutions will include a link to download this free software with electronic documents sent to you.