

Kern County and Chimienti & Associates COVID-19 Response

During this time of uncertainty, you can count on our unwavering support. We are committed in meeting your needs. If you have a Qualifying Event due to COVID-19, you may be eligible to make an adjustment your Dependent Care or Medical Reimbursement Account.

Qualified COVID-19 Changes

Dependent Care Reimbursement Account

Election changes to an employee's Dependent Care Flexible Spending Account can be made anytime the employee's dependent care needs have been affected including mid-year elections for eligible employees due to the following:

- Dependent care may not be needed during the crisis as the employee now works from home or is unable to get paid care, so they remain home with their dependents.
- There may now be need for care that did not exist before as now employee is an essential employee and rather than using a relative for care, they need paid care.
- An essential services employee needs to change their day care arrangement because hours now differ which may increase the cost of care.
- Employee may re-elect a Dependent Daycare account upon care needs being restored as a result of the COVID-19 no longer being declared a pandemic.

Medical Reimbursement Account

- There are no current provisions due to COVID-19 in the Flexible Spending Account regulations that allow changes/reductions in annual elections. If an employee becomes ineligible for County benefits due to layoff and/or unpaid leave, upon return to full normal work duties/hours, they may re-elect a new limit to open back up their Medical Flexible Spending Account.
- Over-The-Counter Drugs and Medicines are now reimbursable going back to January 1, 2020. Employees can now be reimbursed for OTC Drugs and Medicines, as well as menstrual care products. Employee will now be able to purchase and be reimbursed for OTC drugs and medicines (e.g., aspirin, allergy medicines, and menstrual products). While it will take a while for retailers to update their system, which is required for the Bene Card to work for these items, the employee can still submit for reimbursement directly to ASi.

To Make A Qualified COVID-19 Flexible Spending Account Change

You will need to complete a Status Change/Affidavit form. Completed form should be emailed to Christina Rodriguez at Chimienti & Associates at crodriguez@chimienti.com. If you need additional information, you can reach Chimienti & Associates at 1-877-733-1670.