



Devin Brown
CHIEF HUMAN RESOURCES OFFICER

1115 Truxtun Avenue, 1st Floor, Bakersfield, CA 93301
661.868.3182 | healthbenefits@kerncounty.com

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IMPORTANT ANNOUNCEMENT

2021 Flex Spending Account Participants

The Kern County Flexible Spending Account Plan Year is January 1st through December 31st. Currently the County's Flexible Spending Account Plan offers an Extended Grace Period wherein you have an additional 12 months following the end of the plan year to continue to incur health flexible spending account claims for the previous plan year's account balance.

Effective with the plan year that begins January 1st, 2022, we will be converting to a Carryover option. This option provides that you may be able to carry over up to \$550 of unused Flexible Spending Account Contributions to the next plan year. Any amounts more than \$550 which are not spent on expenses incurred before the end of the plan year will be forfeited. This change will be effective for the new plan year, i.e., for funds remaining in your flexible spending account as of December 31st, 2022.

The Flexible Spending Account Plan still includes a Runoff Period which allows you to file claims for the previous plan year's expenses until March 31st following the end of the plan year. Please contact our new Flexible Spending Account provider, American Fidelity at kernvoluntarybenefits@americanfidelity.com if you have any questions about this information.

Visit <https://americanfidelity.com/countyofkern> for enrollment details. If you have any questions, please feel free to contact American Fidelity at 1-800-654-8489, Ext 2486.