



### **COVID-19 Vaccines & Tests**

Vaccines are now available on a walk-in basis to all state residents ages 16 and over at state vaccine sites. For details, please visit our [employee vaccine webpage](#). For COVID-19 saliva testing, please visit our [employee testing page](#).

### **Dependent Care Flexible Spending Accounts Contribution Limits for 2021**

The American Rescue Plan Act (ARP), signed into law on March 11, 2021, raises the pre-tax contribution limits for dependent care flexible spending accounts (DCFSA) for the Plan Year 2021. It also allows those who are not currently enrolled in a DCFSA to enroll.

#### *New Dependent Care FSA Contribution Limits for 2021*

- Single taxpayers and married couples filing jointly: \$10,500 (up from \$5,000).
- Married individuals filing separately: \$5,250 (up from \$2,500).
- The higher limits apply to the Plan Year January 1 through December 31, 2021.<sup>1</sup>

If you have not enrolled and would like to do so, please fill out [this form](#).

If you are currently enrolled, on May 5, you received a separate email notification with information on how to increase your limits.

## Qualified Life Event Update

The [Qualified Life Event \(QLE\) and Mid-Year Changes chart](#) has been updated to clarify the coverage change effective dates to remain compliant with HIPAA Special Enrollment rules. These rules apply to benefits-eligible employees who declined healthcare benefits at initial enrollment or during open enrollment but lost other coverage or acquired a new spouse or dependent.

## Summary of Material Modifications Notice – Medical Plan

As of April 30, 2021, ADOA has amended the medical plan to remain regulatory compliant. Please review the summary of the material modifications (SMM) to learn more about the changes. [Triple Choice Plan SMM](#) | [High Deductible Health Plan SMM](#)



## Customize HIP to Your Goals

Our new partnership with Virgin Pulse offers a state-of-the-art wellbeing platform to benefit-eligible employees and their families. You can tailor HIP to you! Want to be more active? Or is getting a better night's sleep a priority? Earn points for what **you** want to do. Synching your wearable fitness device makes it easy to track your daily activities to earn the \$200 annual incentive, but you don't need a device to participate!

To learn more, watch this [quick introduction video](#) with Governor Ducey and visit our [HIP page](#). To enroll, visit [join.virginpulse.com/hip](http://join.virginpulse.com/hip) or search for "Virgin Pulse" in your app store.

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## May Webinars

Our webinars give you tips you can use to improve your life every day. Earn [25 HIP points](#) for viewing a [live or recorded webinar](#) with the ability to earn up to 100 points per year. All webinars are closed captioned.

- **Balancing Work and Life** | Wed, May 12, 11:30 AM - 12:30 PM Arizona Time  
| [Registration](#) | [Flyer](#)
  - **Arizona Smart Save Retirement 457(b) Plan** | Wed, May 19, 11:00 AM - 12:00 PM Arizona Time | [Registration](#) | [Flyer](#)
  - **How To Make A Habit of Success** | Tues, May 25, 11:30 - 12:30 PM Arizona Time  
| [Registration](#) | [Flyer](#)
  - **Arizona Smart Save Retirement 457(b) Plan** | Wed, May 26, 11:00 AM - 12:00 PM Arizona Time | [Registration](#) | [Flyer](#)
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## May is Mental Health Awareness Month

Take advantage of this helpful wellbeing information from our medical carriers. *Note: You are not required to be enrolled with a carrier to view their information.*



### BlueCross BlueShield of Arizona

- [Visit Sharecare to monitor your stress](#)
- [Boost Your Emotional Wellbeing flyer](#)
- [Recognizing Depression flyer](#)
- [Hawaiian Turkey Sliders recipe](#)

### UnitedHealthcare

- [Understanding Depression educational website](#)
- [Mental Health Overview educational website](#)
- [Anxiety educational website](#)
- [Mental Health & Emotional Wellbeing podcast](#) (20 mins)



### Put Money Aside, Not Your Children's Education

Children with college savings plans have much higher college-going rates and are more likely to graduate from college than those with no savings. AZ529, Arizona's Education Savings Plan, offers an easy way to save for your child's future education. Start saving today by visiting [az529.gov](http://az529.gov).



### Questions?

Please contact a Benefit Options representative by phone 602-542-5008, toll-free 1-800-304-3687, by email [benefits@azdoa.gov](mailto:benefits@azdoa.gov) or visit [benefitoptions.az.gov](http://benefitoptions.az.gov). Our office is closed for walk-ins at this time, but we can help you virtually Monday-Friday, 8 am - 5 pm Arizona Time, except holidays

<sup>1</sup> IRS non-discrimination testing may require ADOA to reduce your contribution. The 2021 Dependent Care FSA contribution limit for Highly-Compensated Employees (HCE) will be determined based upon

*this testing and may require a lower limit for HCEs. The IRS definition of an HCE for 2021 is an employee who earned \$130,000 or more in 2020.*

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