

# Announcement



## Flex Plan Dependent Care Account Limit Increase A Message from Human Resources

Date: June 25, 2021

Based on the new legislation, your FSA plan will be automatically updated to include the provision outlined below, where applicable:

Due to the ongoing COVID-19 pandemic, the IRS passed new legislation that increases the Dependent Care maximum election amount to **\$10,500** for the 2021 plan year. LADWP's Flex Plan is allowing you to make a mid-year change to increase your Dependent Care account election to any amount up to the new \$10,500 maximum.

To make a change to your Dependent Care account, complete the Change of Election form located on the ebenefits web portal at <https://ebenefits.ladwp.com/Home/FlexPlanInfo> and e-mail the completed form to the Flex Plan at [FlexPlan@ladwp.com](mailto:FlexPlan@ladwp.com)

Since the IRS has not yet determined what the allowances will be in 2022, please be cautious not to over-elect funds that you cannot utilize by the end of 2021, in case the IRS changes the policy to not allow the funds to be carried over to the 2022 plan year. For more information about the Flex Plan, please visit <https://ebenefits.ladwp.com/Home/FlexPlanInfo>.

**Please Note:** The \$10,500 limit is the maximum Dependent Care election *per household*. If there are two DWP employees in a single household and both participate in the Flex plan, then the revised election maximum per participant is \$5,250.