

DCPS FLEX BASIC DOLLARS

Duval County Public Schools strives to provide competitive benefits to all benefit-eligible full-time employees. As a part of this effort, employees receive \$250 per year in “Flex Basic Dollars” to help pay for their benefits. This is funded bi-weekly in accordance with the payroll deduction schedule.

Using Your Flex Basic Dollars

1. If you add dependents to your medical plan, your \$250 “Flex Basic Dollars” are automatically used to reduce your premium cost each pay period by \$12.50 (20 pay periods) or \$10.42 (24 pay periods).
2. If you do not add dependents to your medical plan, the Flex Basic Dollars will be used for other pre-tax benefits, including the Employee portion for the DCPS Contributory Medical Plan, but excluding Life Insurance.
3. If you do not enroll during Open Enrollment and your previous year’s elections rollover for the New Plan Year, the flex dollars will not follow the same rules.
4. If you choose pre-tax benefits that total less than \$250 per year, the Flex Basic Dollars balance is automatically placed in a Medical Expense Flexible Spending Account (FSA) if you elected the Contributory or Non-Contributory Medical Plan. If you select benefits that total more than \$250, deductions for the remaining difference will be payroll deducted on a pre-tax basis.
5. If you and your spouse are employed by Duval County Public Schools and cover a dependent(s) under the DCPS Health Insurance Plan, one of you may give your Flex Basic Dollars to the other to help reduce the amount of dependent medical premium.
6. If you decide to pay for your benefits from your post-tax pay, you may not use your \$250 Flex Basic Dollars to pay for post-tax benefits.

How Your Flex Basic Dollars Work For You

Duval County Public Schools provides each benefit-eligible employee with Flex Basic Dollars every pay period. The Flex Basic Dollars are used to reduce the out-of-pocket expense to the employee. Please see the following example:

DeltaCare Dental Insurance – Employee and Family Coverage	\$30.25
CompBenefits/VisionCare Insurance – Employee and Family Coverage	<u>\$10.73</u>
Total	\$40.98
Less Flex Basic Dollars	<u>-12.50</u>
Total Payroll Deduction	\$28.48