

The City of Torrance Human Resources Department announces

FLEXIBLE BENEFITS OPEN ENROLLMENT FOR PLAN YEAR 2012

- \$ **Plan Change: Over-the-Counter Medicine:** Effective January 1, 2011, the nontaxable reimbursement of over-the-counter medicines from Health Flexible Spending Accounts will require a doctor's prescription.
- \$ Maximum annual limit for health reimbursable account remains at \$6,000.
- \$ Save money on your taxes and increase your take-home pay!
- \$ Pay for health, dental and dependent care expenses with tax free money!
- \$ "Use-it or Lose-it Rule" – Careful planning is essential as unused funds are subject to forfeiture.
- \$ 2-1/2 month extension after the end of the plan year for health care expenses.

CURRENT PARTICIPANTS: You will remain enrolled in 2012 with the same annual amount(s) you elected for 2011.

- **If you wish to increase or decrease the annual amount or terminate participation in 2012, you MUST complete a new enrollment form during open enrollment.**

**OPEN ENROLLMENT BEGINS
NOVEMBER 7, 2011 AND ENDS NOVEMBER 23, 2011**

You may view "Easy Flexible Spending Accounts", a 12-minute video presentation describing how the program works, via the link provided below:

http://torrance.granicus.com/MediaPlayer.php?view_id=36&clip_id=2472

All open enrollment materials are located on the Human Resources/Benefits page on the Torrance Employee Network (TEN) and the City Website/Human Resources page. It's easy, complete the form online, print it and submit it to the Human Resources Department.

If you have a special situation and need to schedule an appointment, call: (310) 618-2960

NOTED:



LeRoy J. Jackson
City Manager