



PROGRAM NEWS

Retirement Health Savings Plan Well Received

The new Retirement Health Savings Plan (RHSP) implemented by the County as part of the retiree healthcare funding initiative has been well received by employees. Participants have chosen to contribute a portion of their salary, up to 5%, some leave time, or a combination of both, recognizing the future value of this benefit.

Contributions begin the first pay of January 2005 and are initially deposited into a money market account. In January ICMA Retirement Corporation, the plan administrator, will mail participants an enrollment confirmation as well as information on investment opportunities for reallocating contributions. After your initial deposit, you will have the choice of all ICMA VantagePoint funds for your investment. ICMA is available to answer your questions at 1-800-669-7400 and www.icmarc.com.

If you did *not* enroll in the RHSP, you will be able to do so each October. This benefit helps you save during active employment to pay for healthcare expenses you will incur after you leave County employment. The RHSP is a tax-advantaged plan: contributions are tax-free, investment growth is tax-free, and your medical expense reimbursements are also tax-free. In addition, the County will contribute to your account its share of tax savings, i.e. 7.65% of social security taxes it would have had to pay on these contributions.

Visit the Employee Benefits website for complete plan information, documents and Questions and Answers. Why not start learning about this benefit now so you'll be prepared when the next enrollment period rolls around in October 2005!



2005 Deferred Compensation Contribution Limits

On May 26, 2001 Congress passed a tax bill raising 457 deferred compensation plan contribution limits. Each year since January 2002, limits have increased. Here are the limits applicable to 2005 and 2006.

	Contribution Limit	Contribution Limit if over 50 yrs of age	Contribution Limit for Catch Up Provision
2005	\$14,000	\$18,000	\$28,000
2006	\$15,000	\$20,000	\$30,000

For information about the Catch-Up provision, contact your plan representative. If you are not participating in deferred compensation, learn how this benefit can help boost your personal retirement savings. You can enroll at any time. An information packet is available from Employee Benefits.

In this Issue

- ◆ RHSP Contributions
- ◆ Deferred Comp Contributions
- ◆ FSA Reimbursements
- ◆ Benefits Website Update

www.co.pinellas.fl.us/persnl/
Personnel Website via internet

<http://inraweb.co.pinellas.fl.us>
Personnel Website via intranet



Employee Benefits
(727) 464-4570
(727) 464-5291 Fax
Email: employee.benefits@co.pinellas.fl.us



New Benefits Plan Information Available on Employee Benefits Website

- New plan descriptions have been issued for each of the United Healthcare plans, Safeguard Dental plan, and the EAP/Mental Health benefits.
- You can view these documents on the website, or if you do not have internet/intranet access, you may request a copy from Employee Benefits.
- New dental I.D. cards, a schedule of benefits and a directory of participating dentists will be mailed to each *Safeguard* participant.



FLEXIBLE SPENDING ACCOUNT (FSA)

Grace Period Ends 12/29/04 for 2003-2004 Plan Year

If you have receipts to submit to Ceridian Benefits Services for reimbursement of expenses incurred during the plan year October 1, 2003 through September 30, 2004, the grace period ends Wednesday, December 29, 2004.

Ceridian will accept faxes at 1-877-488-6454 that are received on or before 12/29. For mailed receipts, make sure the envelope is postmarked on or before 12/29 and mailed to FlexServ FSA Claims Center, P.O. Box 534134, St. Petersburg, FL 33747-4134.

FSA Cards Mailed to Health Care Account Participants for 04-05 Plan Year

Ceridian mailed FSA cards, with instructions for use, to participants in the FSA Health Care Account the first week of November. Here are a few helpful hints as you begin using your card for payment of medical expenses.

FSA Card Helpful Hints

- The card is activated the first time you use it. You will be able to use your card to pay for medical expenses where the MasterCard logo is accepted. Remember to sign the back of your card.
- Select the Credit option at self-service terminals to complete your transaction.
- Save all receipts in case documentation is requested by Ceridian.
- The card can only be used for the Health Care Account, not the Dependent Care (Day Care) Account.
- Use of the card is voluntary. You may continue to submit all receipts via fax or mail for reimbursement.
- The card can be used to refill prescriptions on line or on the phone with Medco.

Attention: All FSA Participants

- ✓ There is a new **Reimbursement Form** for the 04-05 Plan Year, available at the Benefits website.
- ✓ Ceridian has a designated Customer Service team for FSA plans with the FSA card feature.
New Phone # **1-877-887-7739** and New Fax # **1-888-342-5111**.

You are encouraged to use the new reimbursement form and new phone and fax number; however, your claims processing will not be affected if you should happen to use a form and contact numbers from the previous plan year.