

## Deferred Compensation Roll-Over

Participants enrolled in the ICMA-RC 457 Deferred Compensation program may rollover the cash equivalent of their Compensatory Time, Management Leave, and Vacation up to the cash out/buy-back maximums allowed in their respective Memorandum of Understanding and/or City policies that will not exceed the 2020 statutory annual maximum. The 2020 annual maximum is \$19,500 and \$26,000 for participants who are age 50 and over.

This opportunity is available each calendar year in June and December. The deadline to submit your rollover request for the June 2020 rollover is **June 10, 2020**.

To rollover hours, please complete the *Deferred Compensation Rollover Form* and submit it to your department payroll reporter. The form is available in the **Forms Section** at [www.oaklandca.gov/benefits](http://www.oaklandca.gov/benefits)

The Benefits staff is available during regular business hours.

Please send all inquiries to [BenefitsAdmin@oaklandca.gov](mailto:BenefitsAdmin@oaklandca.gov)

Benefits forms and information can be accessed at: [www.oaklandca.gov/benefits](http://www.oaklandca.gov/benefits)

## Important Information About Employee Benefits in Response to COVID-19

Program	What You Can Do
<p><b>Deferred Compensation</b></p>	<ul style="list-style-type: none"> <li><b>Contribution Changes</b> - You can make contribution changes on-line at <a href="http://ICMA-RC.org">ICMA-RC.org</a>, on the ICMA-RC mobile App, or by calling ICMA-RC directly at (800) 669-7400. (Full-time/PPT plan only)</li> </ul> <p>The CARES Act passed by Congress includes special COVID-19 related deferred compensation provisions.</p> <ul style="list-style-type: none"> <li><b>Special COVID-19 Related Withdrawal</b> – Qualified participants affected by COVID-19 may receive a penalty-free distribution from their City of Oakland Deferred Compensation Plan account for up to \$100,000. Refer to the following link for more information. <a href="#">Special COVID-19 Related Withdrawal Information &amp; Form</a></li> <li><b>COVID-19 Related Loan Payment Suspension</b> – Qualified participants may delay loan repayments due between March 27, 2020 and December 31, 2020 for up to one year and extends the loan repayment accordingly. Refer to the following link for more information. <a href="#">CARES Act Loan Payment Suspension Information &amp; Form</a></li> <li><b>Loan Refinancing and Other Loan Provisions</b> – Special loan refinancing provisions and other loan provisions are available to qualified participants. Please contact <b>ICMA-RC</b> at <b>(800) 669-7400</b>.</li> </ul>
<p><b>Flexible Spending Accounts (FSA)</b></p> <p><b>Dependent Care (DCAP)</b></p> <p><b>Medical Care (MCAP)</b></p>	<p>The CARES Act passed by Congress and the recent IRS Notice 2020-29 relaxes rules related to FSA benefits.</p> <ul style="list-style-type: none"> <li><b>Mid-year Election Changes for MCAP and DCAP Without A Qualifying Event</b> - You may enroll, cancel, decrease, or, increase, or FSA DCAP and/or MCAP election without a qualifying event for the remainder of the 2020 Plan Year. To enroll or make changes, please complete and submit the <a href="#">2020 FSA Enrollment Form</a>. Submit form to the Benefits Unit at <a href="mailto:BenefitsAdmin@oaklandca.gov">BenefitsAdmin@oaklandca.gov</a> or FAX to (510) 238-6590.</li> <li><b>Extension of the FSA Grace Period</b> – The grace period for the Plan Year 2019 has been extended through December 31, 2020. This allows you to use funds remaining from your 2019 FSA for expenses incurred through December 31, 2020.</li> <li><b>Over-the-Counter (OTC) Medications and Menstrual Care Are Reimbursable</b> –Over-the-counter medications are reimbursable without a prescription. Menstrual care products are also eligible for reimbursement.</li> <li>Refer to the <a href="#">2020 FSA FAQs</a> document for additional information.</li> </ul>

## Important Information About Employee Benefits in Response to COVID-19 (continued)

Program	What You Can Do
<b>Active Sports</b>	The Oakland Active Sports location is temporarily closed. All memberships were placed in a suspended status effective April 1 <sup>st</sup> . Active Sports waived all membership dues for the month of May 2020. We will provide further updates to members as we receive them from Oakland Active Sports. If you wish to cancel your membership, please email <a href="mailto:BenefitsAdmin@oaklandca.gov">BenefitsAdmin@oaklandca.gov</a> . Please note, that cancelling your membership as opposed to suspending your account may result in a new activation fee upon re-enrollment.
<b>Commuter Transit/Parking Program</b>	<p>Employees who participate in the GoNavia Commuter Benefit program and who are telecommuting on an extended basis should log on to the Navia portal to review and change/cancel existing orders, if necessary. You may cancel existing monthly orders and easily reinstate orders when you return to work. Order changes must be made by the 20<sup>th</sup> of the month. As a reminder, you will need to speak directly with your parking provider regarding suspending your parking account temporarily, if necessary. Each parking vendor may have their own policy in place for managing accounts.</p> <p>Access your Navia account at <a href="https://www.naviabenefits.com/">https://www.naviabenefits.com/</a></p>

### HELPFUL LINKS

[CITY OF OAKLAND BENEFITS PAGE](#)

[CITY OF OAKLAND COVID-19 EMPLOYEE RESOURCES](#)

[BENEFITS CONTACTS](#)

[BENEFITS FORMS](#)

[NEW HIRE ENROLLMENT PACKAGE](#)

[ICMA-RC - Deferred Compensation](#)

[NAVIA BENEFITS SOLUTIONS](#)