

Day Care Flexible Spending Accounts FAQs

1. Are school and day care facility closures qualifying events that would allow me to change my Day Care election?

Yes, a change in day care provider is qualifying status change event that would allow you to change your DCAP election.

2. My daycare is closed and now I must enroll my child into a temporary pandemic daycare. Is this daycare center eligible and if so, can I change my dependent care election if need be?

Yes, daycare facilities established specifically in response to the COVID-19 crisis are eligible providers, and employees can make or change their DCAP elections to pay for these services.

3. My spouse is no longer working but he/she expects to go back to work soon. We don't want to lose our spot at the daycare and are still paying a fee to reserve our spot, can I still participate in the dependent care FSA?

Indirect childcare expenses (deposits, registration fees, etc.) are eligible for reimbursement under a DCAP plan as a function of providing actual care to your children. Navia interprets fees to hold spots in day care facilities where your child attends to be eligible expenses under this definition. Claims for indirect childcare expenses become eligible for reimbursement once the spouse goes back to work and childcare with the provider has resumed.

4. Will DCAP participants who change their election be able to reinstate their original election later this year if school and/or day care facilities resume normal services?

Yes, as long as the reinstatement/change is consistent with their future use of eligible daycare services.

5. How do I make changes to my DCAP election if I experienced a qualifying event?

Complete the FSA enrollment/change form and submit it to the City of Oakland Benefits Unit with a brief explanation of the qualifying event and the change you're requesting. Requests and documents may be **FAXED to (510) 238-6560**. Please email questions to Benefitsadmin@oaklandca.gov.