Commuter Tax$ave Program

OVERVIEW
The New Jersey State Employees’ Commuter Tax Savings Program (Commuter Tax$ave), a benefit program authorized by P.L. 2011, c. 162 (Chapter 162) and available under Section 132(f) of the federal Internal Revenue Code (IRC), allows eligible employees to set aside before-tax dollars to pay for mass transit and commuter parking expenses, thereby avoiding federal taxes and saving money. An eligible employee is any employee of the State; a State college or university; the State Library; the Palisades Interstate Park Commission; the New Jersey Building Authority; or the Waterfront Commission of New York Harbor who is eligible to participate in the State Health Benefits Program (SHBP), except those part-time employees made eligible under P.L. 2003, c. 172 (Chapter 172). Commuter Tax$ave consists of two separate component plans, and an eligible employee may elect to participate in one or both of the plans.

PROGRAM BENEFITS
The two components of Commuter Tax$ave are for mass transit expenses and commuter parking expenses.

For the 2021 calendar year, eligible employees may execute salary reduction agreements to have up to:

- $270 per month ($3,240 per year) deducted from salary to pay for parking at work or at park-and-ride sites.

Pre-tax monies deducted from salary are not subject to federal income taxes, Social Security taxes, or Medicare taxes. There is a minimum deduction of $15 for either mass transit or parking deductions. There are no provisions for higher deductions on an after-tax basis.

Mass transit benefits can be used to pay for costs incurred by the employee for the purposes of commuting to and from work. Commuter parking benefits may only be used to pay for the participant’s commuter parking expenses at or near their workplace or near a location from which the employee commutes to work and cannot be used for other purposes. In addition, Internal Revenue Service (IRS) rules require that mass transit benefits be delivered as tickets, payment cards, or vouchers that can only be used to purchase mass transit tickets. Parking benefits can be delivered as a payment card, voucher, or as a reimbursement of expenses.

Below are examples of how Commuter Tax$ave works for you:

<table>
<thead>
<tr>
<th>EMPLOYEE RIDES MASS TRANSIT USING PRE-TAX $125 DEDUCTION PER MONTH</th>
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<tbody>
<tr>
<td>Without Pre-Tax Commuter Tax$ave</td>
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<tr>
<td>Monthly Salary</td>
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<td>Pre-Tax Commuter Tax$ave for</td>
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<td>Mass Transit</td>
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<td>Salary Subject to Taxes</td>
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<td>Estimated Taxes</td>
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<td>Monthly Mass Transit Expense</td>
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<td>Take-Home Pay</td>
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(Additional examples listed on page 2)

*Examples are based on an annual salary of $45,000. Estimated Federal Taxes: 25 percent. Taxes exempted include: Federal Income, Social Security, and Medicare. Greater savings may result if your commuting costs are higher and/or you are in a higher federal income tax bracket. Lower deductibles may result in smaller savings and individual savings may vary. Consult your tax advisor.
Commuter Tax$ave Program

ENROLLMENT

Unlike the Section 125 portion of the State’s Tax$ave Program (Medical and/or Dependent Care Spending Accounts) that requires one annual election, the Commuter Tax$ave Program allows an employee to opt in and out or change amounts on a monthly basis. Eligible employees may enroll in the program or end participation at any time during the year and may change deductions as often as they like during the year. Once enrolled, the employee remains enrolled for all subsequent months at the same level of participation until the employee makes a change to the deduction amounts or elects to end participation.

Commuter Tax$ave benefits are provided by Edenred Commuter Benefit Solutions. An eligible employee enrolls by contacting Edenred directly, either by calling Customer Service at 1-866-512-8769 or online at: www.commuterbenefits.com

Upon enrollment, an employee’s eligibility is confirmed with the employer who will arrange for payroll deductions to begin. Deductions for the benefit are taken from the first payroll check in the month. TransitChek will then process tickets, payment cards, or vouchers and mail them directly to the employee.

The total time required for processing before the benefit begins is approximately 45 days. The schedule for enrollments/changes during a typical year is shown in the following chart:

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Commuter Tax$ave Program

This fact sheet is a summary and not intended to provide all information. Although every attempt at accuracy is made, it cannot be guaranteed.

ENROLLMENT PERIOD | BENEFIT PERIOD
--- | ---
February 1 – February 29 | April
March 1 – March 31 | May
April 1 – April 30 | June
May 1 – May 31 | July
June 1 – June 30 | August
July 1 – July 31 | September
August 1 – August 31 | October
September 1 – September 30 | November
October 1 – October 31 | December
November 1 – November 30 | January
December 1 – December 31 | February
January 1 – January 31 | March

Note: the monthly deduction for the Commuter Tax$ave Program will generally be taken from the first paycheck each month; however, there may be times when the deduction will be taken from the second paycheck of the month.

“USE IT OR LOSE IT” PROVISION

Employee elections are irrevocable and, to avoid forfeiting benefit dollars, employees should carefully consider how much they want to set aside to cover their commuting expenses. The State is prohibited under federal tax regulations from processing refunds to employees who fail to fully utilize the benefit in a timely manner.

For employees who elect to receive the Commuter Card, it is important to realize that the stored value on the card is available for only as long as the employee remains an active participant of the program. If an employee cancels his or her participation in the program, any remaining balance on the card when the cancellation becomes effective is forfeited.

SOCIAL SECURITY IMPLICATIONS

Since payments to the Commuter Tax$ave Program lower annual earnings against which Social Security deductions are made, there is a concern that participation in these plans would result in reduced Social Security benefits at retirement.

If you were born after 1928, your Social Security benefits are calculated using a 35-year average of your earnings. A reduction of up to $3,120 a year (based on the maximum pre-tax transit benefit cap) over some portion of this 35-year span would have little effect on your average salary and, therefore, minimal impact on your Social Security benefits. However, if you are concerned, you should call the Social Security Administration for further advice at 1-800-772-1213 or visit www.ssa.gov

ADDITIONAL INFORMATION

Additional information about the Commuter Tax$ave Program is available from Edenred by calling 1-866-512-8769 or online at: www.commuterbenefits.com

This fact sheet has been produced and distributed by:

New Jersey Division of Pensions & Benefits
P.O. Box 295, Trenton, NJ 08625-0295
(609) 292-7524
For the hearing impaired: TRS 711 (609) 292-6683
www.nj.gov/treasury/pensions