



Pinellas County

Legislation Details (With Text)

File #: 20-1594A **Version:** 1

Type: Resolution **Status:** Passed

File created: 8/20/2020 **In control:** Human Resources

On agenda: 9/10/2020 **Final action:** 9/10/2020

Title: Resolution to adopt the restated plan document and amend the Cafeteria Plan.

Sponsors:

Indexes:

Code sections:

Attachments: 1. Adopted RES 20-80, 2. Proposed Resolution on Cafeteria/125 Plan, 3. Clean copy of Restated and Amended Cafeteria/125 Plan, 4. Redline copy of Restated and Amended Cafeteria/125 Plan

| Date | Ver. | Action By | Action | Result |
|-----------|------|-------------------------------|----------|--------|
| 9/10/2020 | 1 | Board of County Commissioners | approved | Pass |

Subject:

Resolution to adopt the restated plan document and amend the Cafeteria Plan.

Recommended Action:

Approval of the resolution to adopt the restated plan document and amend the Cafeteria Plan.

- Includes all prior amendments and changes the carryover language for Health Care Flexible Spending Account (FSA) from a specific amount to the amount allowed by federal guidelines and increases the maximum amounts allowed to be deferred under the Flexible Spending Arrangements to the maximum permitted under federal law.
- Includes changes allowed to FSA in 2020 only, due to COVID-19.

Strategic Plan:

Create a Quality Workforce in a Positive, Supportive Organization

1.3 Make workforce safety and wellness a priority

1.4 Maintain a fair and competitive compensation package

Summary:

The purpose of this request is to allow a special enrollment period in 2020 for the Health Care FSA, due to new federal guidelines permitting employees to enroll in a new account or make changes to existing account, due to the effects of COVID-19 for the remainder of 2020. This request will also allow for future indexing of carryover amounts for the Health Care FSA and increases maximum deferrals per federal guidelines.

Background Information:

All Appointing Authorities have been consulted and are in agreement with these changes.

Fiscal Impact:

N/A

Staff Member Responsible:

Maureen Freaney, Interim Director, Human Resources

Partners:

N/A

Attachments:

FINAL-Cafeteria Plan 2020 - Clean
FINAL Red-line Cafeteria Plan 2020
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