



# 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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