

Resolution amending City's Section 125 Plan for 2020.

RESOLUTION

WHEREAS, the City offers an Internal Revenue Code Section 125 Flexible Spending and Premium Reduction Plan (Plan) to eligible City employees; and

WHEREAS, on May 12, 2020, the Internal Revenue Service released guidance in regard to Section 125 plans, allowing plan changes to provide temporary flexibility for employers and employees to assist with the National response to the 2019 Novel Coronavirus outbreak (COVID-19); and

WHEREAS, employees currently enrolled in the Section 125 plan are not allowed under plan rules to change election amounts mid plan year without a qualifying change in status event; and

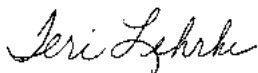
WHEREAS, under the Internal Revenue Service guidance release Notice 2020-29, the City has the option to allow mid-year election changes without requiring employees to have a qualifying change in status event. Due to the nature of the public health emergency posed by COVID-19 and unanticipated changes in the need for care, some employees may have an increase or decrease in medical and/or dependent care expenses due to unanticipated changes in the need for or availability of care and may wish to increase or decrease amounts in their health or dependent care accounts; and

WHEREAS, the City desires to amend the Plan as set forth in the amendment to allow a one-time opportunity for employees enrolled in the plan to make a mid-year election change without requiring a qualifying change in status event.

NOW, THEREFORE, BE IT RESOLVED that the Amendment with an effective date of September 11, 2020 is hereby approved and ratified.

BE IT FURTHER RESOLVED that the Deputy Director of Human Resources and the Director of Finance and Human Resources are authorized to take all necessary steps to implement said amendment.

I, Teri Lehrke, certify that this resolution was duly and officially adopted by the Common Council of the City of La Crosse on September 10, 2020.



Teri Lehrke, City Clerk
City of La Crosse, Wisconsin