

## CITY OF CONCORD

*In the year of our Lord two thousand twenty-three*

**RESOLUTION** RE-ADOPTING THE BENEFLEX PLAN AND AUTHORIZING THE CITY MANAGER TO EXECUTE BENEFLEX PLAN DOCUMENTS.

*The City of Concord resolves as follows:*

**WHEREAS,** the City of Concord offers its employees a flexible benefit plan, “Beneflex”, which includes a Cafeteria Benefits Plan under Section 125 of the Internal Revenue Code; and

**WHEREAS,** the City provides through an annual appropriation process benefit dollars to fund insurance for full-time employees and

**WHEREAS,** employees can contribute in order to purchase additional insurance coverage; and

**WHEREAS,** Beneflex provides for payroll deduction of insurance premium contributions, Health Savings Account contributions, and the reimbursement of medical care and dependent day care expenses on a before-tax basis; and

**WHEREAS,** said plan has existed since August 1, 1989; and

**WHEREAS,** Resolution #6068, adopted June 12, 1989, authorized establishment of the Plan, and subsequent revisions have modified the Plan.

**WHEREAS,** the City of Concord desires to continue and update the Beneflex Program and Plan documents;

**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Concord:

1. Adopts the Beneflex Program bearing an effective date of July 1, 2023.
2. Authorizes the City Manager to implement the Beneflex Program in accordance with applicable federal and state statutes, rules and regulations.
3. This resolution is effective upon its passage for the plan year beginning July 1, 2023.