

## CITY OF CONCORD

*In the year of our Lord two thousand seventeen*

**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 and the reimbursement of medical care and dependent day care expenses on a before-tax basis; and

**WHEREAS,** Beneflex has existed since August 1, 1989; and

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

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

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

1. Adopts Beneflex bearing an effective date of July 1, 2017.
2. Authorizes the City Manager implement Beneflex in accordance with applicable federal and state statutes, rules and regulations.
3. This Resolution shall be effective upon its passage beginning July 1, 2017 and shall terminate June 30, 2018.