

LOWNDES COUNTY BOARD OF COMMISSIONERS
COMMISSION AGENDA ITEM

SUBJECT: Section 125 Plan Document Renewal for 2020

Work Session/Regular Session

DATE OF MEETING: December 10, 2019

BUDGET IMPACT: N/A

FUNDING SOURCE:

- Annual
- Capital
- N/A
- SPLOST
- TSPLOST

COUNTY ACTION REQUESTED ON: Adoption of Section 125 Plan Document

HISTORY, FACTS AND ISSUES: The Section 125 Cafeteria Plan is a premium only plan (POP) that provides for a pre-tax deduction for qualified health plans for our employees. This plan adoption renewal for 2020 is necessary to comply with IRS regulations.

Adoption of the Section 125 Cafeteria Plan allows Lowndes County to withdraw premium only payments, from employees' paychecks, on a pre-tax basis. Health premiums that qualify for tax savings include medical, dental, vision, critical illness, accidental death and dismemberment, hospital indemnity and/or cancer insurance, short and long term disability policies and group-term life insurance policies up to \$50,000.00. Lowndes County's premium only plan became effective on May 26, 1989.

- OPTIONS: 1. Adopt the Section 125 Premium Only Plan for 2020 and authorize the Chairman to sign the Certificate of Resolution and Adoption Agreement.
2. Board's Pleasure

RECOMMENDED ACTION: Board's pleasure

DEPARTMENT: Human Resources

DEPARTMENT HEAD: Kevin Beals

ADMINISTRATIVE COMMENTS AND RECOMMENDATIONS: